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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Support account for peace-keeping operations

Report of the Secretary-General

EXECUTIVE SUMMARY

In 1994 there were 18 peace-keeping operations. The total cost of these operations amounted to $3,538 million. It would be safe to assume that the Organization will continue to be involved in peace-keeping.

The backstopping of peace-keeping operations can be defined, in general terms, as the overall direction, assistance and guidance given by departments/offices and other units, at Headquarters, for ensuring the effective planning, implementation and liquidation of peace-keeping operations. Backstopping consists of "core" and "non-core" functions.

The Organization must have a permanent capability to assume its responsibilities for the planning and orderly and timely launching of peace-keeping operations, even if no ongoing peace-keeping operation exists. This permanent capability will ensure the carrying out of the core functions associated with the management of key policy issues and organizational performance, strategic planning and start-up capacity. These core functions represent the fixed costs to the Organization and must be funded by the regular budget.

Backstopping functions that fluctuate with the number and size of peace-keeping operations, representing the variable costs to the Organization, would continue to be funded by the support account.

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The total number of posts required in the support account to backstop peace-keeping operations effectively is estimated to be about 630. However, based on the current funding of the support account, which receives income calculated at 8.5 per cent of the civilian component costs of peace-keeping operations (equivalent to less than 1 per cent of the total cost of peace-keeping operations), it is not possible to finance this level of posts in 1995.

Accordingly, in light of the anticipated level of the support account, it is proposed that 431 posts, including the conversion of 65 posts currently under general temporary assistance and a request for an additional 24 posts, be funded from the support account in 1995. In this connection it should be noted that some Member States have provided personnel, mostly at no cost to the Organization, to meet part of the essential workload of backstopping peace-keeping operations.

The total projected expenditure for 1995 is approximately $35.3 million, including non-staff costs of $626,500.

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I. INTRODUCTION

1. The General Assembly, having considered the report of the Secretary-General on the support account for peace-keeping operations (A/48/470/Add.1) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/48/955), adopted resolution 48/226 C of 29 July 1994 in which, inter alia, it:

(a) Endorsed the observations and recommendations contained in the report of the Advisory Committee, subject to the provisions of its resolution;

(b) Requested the Secretary-General to submit a report to the Assembly at its forty-ninth session pursuant to the recommendation contained in paragraph 21 of the report of the Advisory Committee.

2. The Advisory Committee, in that paragraph of its report, had requested the Secretary-General to clarify, in a comprehensive manner, the issues raised in connection with the rationale, scope, and funding of backstopping of peace-keeping operations, as well as the question of the threshold for establishing core posts to be funded from the regular budget and temporary posts to be funded from the support account.

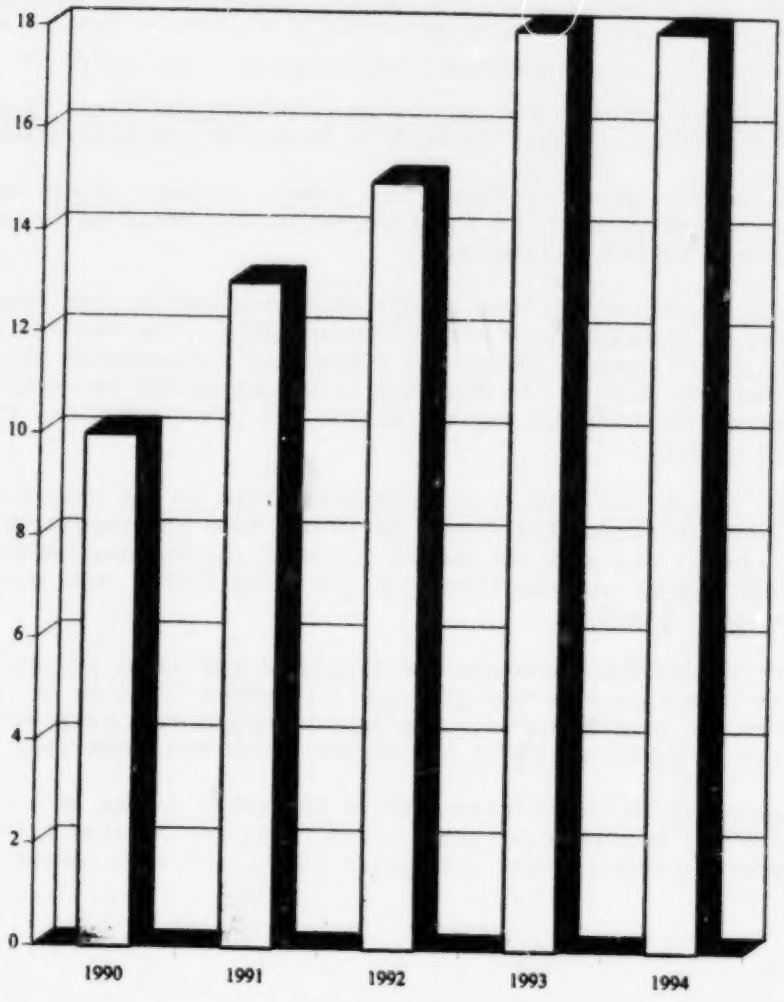
3. The present report provides further clarification on the criteria for deciding which support activities should be funded from the regular budget and which from the support account, the extent to which the regular budget is already providing support and the threshold for establishing core posts to be funded from the regular budget.

4. The present report also presents the financial status of the support account from its inception on 1 May 1990 to 31 December 1994, as at 30 September 1994, in accordance with the reporting schedule proposed by the Secretary-General in paragraph 18 of his report of 18 September 1990 (A/45/493).

5. Figure I below shows comparative data on the total number of peace-keeping operations during the period from 1990 to 1994. Figure II below provides comparative costs of peace-keeping operations during the same period.

Figure I

Number of United Nations peace-keeping operations

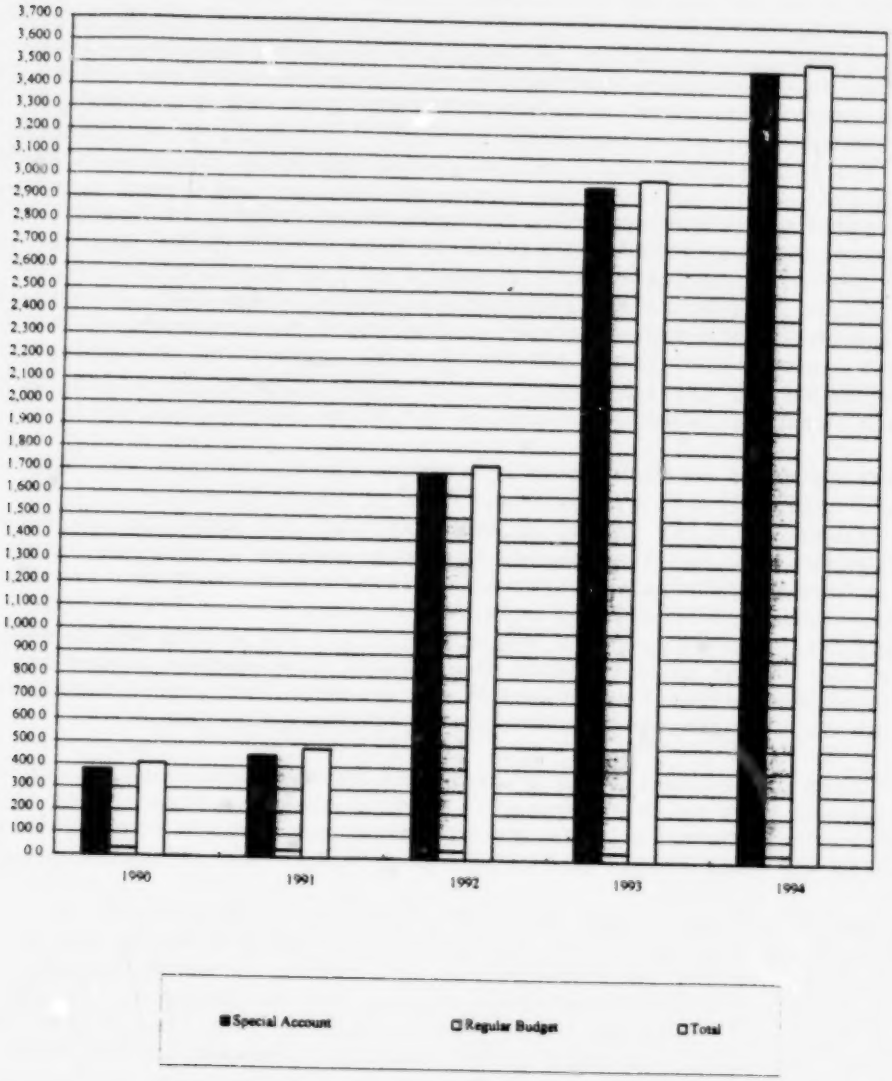


	1990	1991	1992	1993	1994
Total number of operations	10	13	15	18	18
Special Account	8	11	13	16	16
Regular Budget	2	2	2	2	2

Figure II

Cost of peace-keeping operations

(Millions of United States dollars)



	1990	1991	1992	1993	1994
Special Account	378.8	449.0	1,697.0	2,970.2	3,500.0
Regular Budget	31.2	31.2	37.8	37.8	38.0
Total	410.0	480.2	1,734.8	3,008.0	3,538.0

II. BACKSTOPPING OF PEACE-KEEPING OPERATIONS

6. As indicated in the report of the Secretary-General on the effective planning, budgeting and administration of peace-keeping operations (A/48/945 and Corr.1), the scope of mission mandates has expanded from cease-fire monitoring and truce observation to include provision of electoral support, human rights monitoring, civilian police monitoring and training, military demobilization, mine clearance, even limited nation building and humanitarian support. To address this evolution of peace-keeping activities and enhance the Organization's capacity to plan, manage and direct them, the Department of Peace-keeping Operations was established in 1992. (For further information, see the report of the Secretary-General on the restructuring of the United Nations Secretariat (A/49/336)). Backstopping functions are also performed by other departments or offices in the political, humanitarian, legal, financial, personnel, logistical and other administrative areas. All these offices, with clear and distinct responsibilities, contribute to the common effort in a collective manner. Details of the responsibilities of these offices appear in the previous report of the Secretary-General on the support account (A/48/470/Add.1, paras. 5-13). A well-coordinated, timely and effective response to mandates for the implementation of peace-keeping operations requires an adequate and constant level of resources for those Secretariat units.

7. The backstopping of peace-keeping operations can be defined, in general terms, as the overall direction, assistance and guidance given by departments/offices and other units, at Headquarters, for ensuring the effective planning, implementation and liquidation of peace-keeping operations. This backstopping covers operational, political, military, humanitarian, legal, logistical, financial, personnel and other administrative aspects of peace-keeping operations. Backstopping is required for all peace-keeping operations and the larger the number of operations the greater the demands placed on the Secretariat to provide effective direction and ensure a well-coordinated and timely response to the mandates established by the Security Council.

8. The fact that peace-keeping operations have become increasingly complex and multifaceted is one that is not disputed. What is also not disputed is the need for the Secretariat to have the capacity to direct and support its peace-keeping operations world wide and around the clock, in a timely and effective manner.

9. The regular budget has always provided resources in support of the managerial, legal and administrative backstopping of peace-keeping operations, even when they were few and far between. As the number of peace-keeping operations increased, the additional requirements for backstopping, in terms of supplementary staff, or "overload posts", were financed from the various peace-keeping budgets. Following the more recent dramatic increase in the number of peace-keeping operations (see figure I), the support account was established in 1990 as a single mechanism for the distribution of costs among the various peace-keeping operations, to respond to, inter alia, the additional burden in the administrative and other areas as a result of the establishment of the various individual peace-keeping operations, and to meet the requirements associated with the pre-implementation phase, as pointed out by the Advisory Committee in paragraph 15 of its report (A/48/955). In light of the increased number and complexity of peace-keeping operations, the reliance on the support

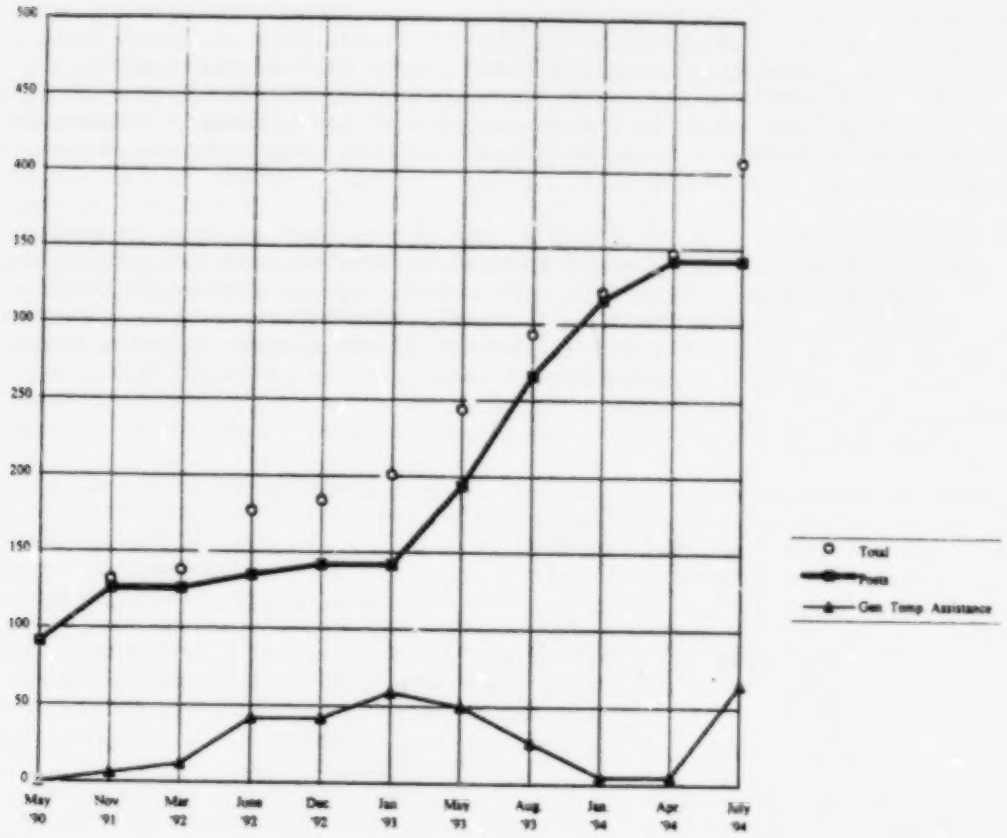
account to supplement the resources provided under the regular budget became greater (see figure III below).

10. Whether or not there are peace-keeping operations, the Secretariat must have a capability, a permanent infrastructure, for carrying out the functions that are central or "core" to peace-keeping if it is to meet the demands and expectations of the international community. It is the view of the Secretary-General that these permanent "core functions" should be financed from the regular budget, representing the fixed costs to the Organization. Backstopping functions that fluctuate with the number and size of peace-keeping operations would continue to be financed from the support account, representing the variable costs to the Organization.

11. The subject of debate is the level of the demand that is being placed on the Secretariat for backstopping peace-keeping operations, and the extent to which that level can be distributed between the functions, financed by the regular budget, that remain permanent or "core", irrespective of the number and size of operations, and the functions, financed by the support account, that fluctuate with the increase or decrease in the number and size of the operations.

Figure III

Movement in the number of posts provided from the support account



	May '90	Nov. '91	Mar. '92	June '92	Dec. '92	Jan. '93	May. '93	Aug. '93	Jan. '94	Apr. '94	July '94
Posts	91	126	126	135	142	142	194	266	316	342	342
Gen Temp Assistance	0	6	12	42	42	59	50	27	5	5	65
Total	91	132	138	177	184	201	244	293	321	347	407

III. CORE FUNCTIONS

Permanent capability for peace-keeping, including minimum start-up capacity, even if no ongoing peace-keeping operation exists

12. It would be safe to assume that the Organization will continue to be involved in peace-keeping. Therefore, it needs to have a permanent capability for peace-keeping, including a minimum start-up capacity, even if no ongoing peace-keeping operation exists.

13. This permanent capability to address peace-keeping issues and to respond quickly, efficiently and effectively to situations where the Organization has been called upon by the international community to act as peace-keeper, implies the performance of core functions which are ongoing, regardless of the number or size of peace-keeping operations. In order to achieve its objective of maintaining international peace and security, in accordance with the Charter of the United Nations, the Organization must be in a state of readiness and have at its disposal, on a permanent basis, the means necessary to assume its responsibilities for the planning, and the orderly and timely launching, of peace-keeping operations. This permanent capability must be funded from the regular budget.

14. The core functions can be defined as those associated with the management of key policy issues and organizational performance, strategic planning and start-up capacity, summarized as follows:

(a) Executive direction. Overall management, direction and coordination of all peace-keeping activities, including those related to the planning, implementation and liquidation of peace-keeping operations; and management of organizational performance;

(b) Policy formulation and guidance. Formulation of policies and procedures for peace-keeping activities, including those related to the conduct of peace-keeping operations (legal, financial, budgetary, personnel, logistics, communications, procurement); development of guidelines, manuals, training material and directives for different components of peace-keeping operations; and provision of guidance and technical advice for carrying out backstopping activities at Headquarters and for conduct of peace-keeping operations in the field;

(c) Data collection, research and analysis. Collection of data and conduct of research on emergent policy questions; conduct of needs-assessment and fact-finding missions; monitoring and analysis of developments; collection of data and information on local conditions, events and trends in the peace-keeping operations and on activities undertaken by organizations in the area of peace-keeping; maintenance and updating of databases on all aspects of peace-keeping (legal, financial, budgetary, personnel, logistics, communications, procurement); and evaluation and analysis of all aspects of peace-keeping

operations in order to draw lessons for improved planning, implementation and liquidation;

(d) Liaison with Member States and intergovernmental, regional and non-governmental bodies and coordination within the United Nations system. Maintenance of contacts with parties to the conflicts and Member States on the discharge of a mandate; servicing intergovernmental bodies; liaison with intergovernmental, regional and non-governmental bodies; and coordination within the United Nations system to ensure collaborative effort, consistent with policies and procedures;

(e) Operational planning. Translation of policies into operational plans and procedures for implementation; development and updates of basic criteria and parameters for determining and preparing for all operational requirements, including financial, personnel, equipment and services, for peace-keeping operations; monitoring developments and trends in order to address potential problems and changing needs; coordination with relevant offices of the Secretariat; examination of implications of changes in the mandates of existing operations; conduct of needs-assessment or fact-finding missions; organization and conduct of training programmes; and identification of strengths and weaknesses of procedures in order to improve future application;

(f) Administrative planning. Translation of policies into plans and procedures for implementation in the areas of finance, budget, personnel and procurement; development and updates of basic parameters for preparing budget estimates for peace-keeping operations; monitoring developments and trends in order to address potential problems and changing needs; examination of implications of changes in the mandates of existing operations; participation in needs-assessment or fact-finding missions; organization and conduct of training programmes; and identification of strengths and weaknesses of procedures in order to improve future application;

(g) Start-up capacity. Maintenance of minimum capacity for preparedness and readiness (legal, operational, financial, budgetary, personnel, logistics, communications and procurement); elaboration and maintenance of start-up capacity and standby arrangements with Governments; maintenance and coordination of availability of resources to ensure timely initial response; and maintenance of capability to mobilize the elements necessary to activate survey and start-up teams.

IV. CRITERIA FOR DECIDING WHICH SUPPORT ACTIVITIES SHOULD BE FUNDED FROM THE REGULAR BUDGET AND WHICH FROM THE SUPPORT ACCOUNT

Core functions must be funded from the regular budget

Activities arising from the increased volume of work related to the number and size of peace-keeping operations would be funded from the support account

15. The activities necessary to perform the core functions, as defined in paragraph 14 above, should be funded from the regular budget. All other activities arising from the increased volume of work related to the number and size of peace-keeping operations would be funded from the support account. The application of these criteria is discussed below.

16. As indicated in the previous report of the Secretary-General on the support account, backstopping functions are provided by a number of units within the Secretariat, namely, the Department of Peace-keeping Operations, the Department of Political Affairs, the Department of Humanitarian Affairs, the Office of Legal Affairs, the Department of Administration and Management and the Office of Internal Oversight Services; these backstopping functions include core functions which, in all cases except the Peace-keeping Financing Division of the Office of Programme Planning, Budget and Accounts in the Department of Administration and Management, are already being financed, to some extent, by the regular budget.

17. The Secretary-General, in paragraphs 4 to 14 of his previous report on the support account, described the three different categories of offices with backstopping responsibilities for peace-keeping operations, namely, (a) offices that have direct responsibilities exclusively for backstopping peace-keeping operations (Department of Peace-keeping Operations, the Peace-keeping Financing Division of the Office for Programme Planning, Budget and Accounts, and the Field Missions Procurement Section of the Office of Conference and Support Services); (b) offices that have direct but not exclusive responsibilities for backstopping peace-keeping operations (legal, accounts, treasury, human resources, buildings management, internal oversight); and (c) offices whose programmes may be affected, but to a much lesser degree, by additional work required in support of certain elements of peace-keeping operations.

18. It is the view of the Secretary-General that the offices that have direct responsibilities exclusively for backstopping peace-keeping operations (category (a)), should be provided with sufficient regular budget resources to finance the requisite number of posts for core functions.

A. Offices that have direct responsibilities exclusively for backstopping peace-keeping operations (category (a))

1. Department of Peace-keeping Operations

19. The core functions of the Department are:

(a) Executive direction (see para. 14 (a) above);

(b) Formulation of policies and procedures for operational aspects of peace-keeping activities, particularly as they relate to logistics and communications; development of guidelines, manuals, training material and directives for different components of peace-keeping operations; and provision of operational guidance and technical advice for carrying out backstopping functions at Headquarters and for the conduct of peace-keeping operations in the field;

(c) Collection of data and conduct of research on emergent policy questions; conduct of needs-assessment and fact-finding missions; monitoring and analysis of developments; collection of data and information on local conditions, events and trends in the peace-keeping operations and on activities undertaken by organizations in the area of peace-keeping; maintenance and updating of databases; and evaluation and analysis of operational aspects of peace-keeping operations in order to draw lessons for improved planning, implementation and liquidation;

(d) Liaison with Member States and intergovernmental, regional and non-governmental bodies; and coordination within the United Nations system (see para. 14 (d) above);

(e) Operational planning (see para. 14 (e) above);

(f) Maintaining start-up capacity (see para. 14 (g) above).

20. The number of posts estimated to be needed to perform these core functions is shown in paragraph 30 below. Some core functions are also currently being funded by the support account (see A/48/470/Add.1, paras. 8-47). It is the intention of the Secretary-General to submit his proposals for additional posts to be financed by the regular budget in the context of his proposed programme budget for the biennium 1996-1997.

21. On the basis of the distinction made for the two kinds of backstopping functions, the support account would continue to be used for activities arising from the increased volume of work related to the number and size of peace-keeping operations.

2. Peace-keeping Financing Division, Office of Programme Planning, Budget and Accounts

22. The core functions of this Division are:

(a) Formulation of policies and procedures for financial and budgetary aspects of peace-keeping activities; developing uniform budgetary techniques; providing policy guidelines in budgetary process and methodology for estimating costs and reporting to legislative organs; and determining policies related to budgetary control;

(b) Maintenance and updating of databases on financial and budgetary aspects of peace-keeping operations; and evaluation and analysis of these aspects in order to draw lessons for improved budgetary estimation and justification;

(c) Liaison with Member States and intergovernmental bodies (see para. 14 (d) above);

(d) Translation of policies into plans and procedures for implementation in the areas of finance and budget; development and updates of basic parameters for determining and preparing cost estimates for operational requirements; monitoring budget implementation and trends in order to address potential problems and changing needs; examination of implications of changes in the mandates of existing operations; participation in needs-assessment and fact-finding missions; conduct of training programmes; and identification of strengths and weaknesses of procedures in order to improve future application;

(e) Maintaining start-up capacity (see para. 14 (g) above).

23. Currently, all core functions of this Division are financed by the support account. The number of posts estimated to be needed to perform these core functions is shown in paragraph 30 below. It is the intention of the Secretary-General to submit his proposal for regular budget posts in the context of the proposed programme budget for the biennium 1996-1997. On the basis of the distinction made for the two kinds of backstopping functions, the support account would be used for backstopping activities arising from the increased volume of work related to the number and size of peace-keeping operations.

3. Field Mission Procurement Section, Office of Conference and Support Services

24. The core functions of this Section are:

(a) Formulation of policies and procedures for procurement aspects of peace-keeping activities;

(b) Maintenance and enhancement of the procurement system; collection of data and information on market conditions; development of a market (goods and services) database; and evaluation and analysis of these aspects in order to draw lessons for improved procurement planning and implementation;

(c) Liaison with Member States and intergovernmental bodies (see para. 14 (d) above);

(d) Translation of policies into plans and procedures for implementation in the area of procurement; development and updates of basic parameters for determining and preparing procurement proposals for submission to the Committee on Contracts; monitoring developments and trends in order to address potential problems and changing procurement needs; examination of implications of procurement changes in the mandates of existing operations; participation in needs-assessment and fact-finding missions; conduct of training programmes; and identification of strengths and weaknesses of procedures in order to improve future application;

(e) Maintaining start-up capacity (see para. 14 (g) above).

25. The number of posts estimated to be needed to perform these functions is indicated in paragraph 30 below. On the basis of the distinction made for the two kinds of backstopping functions, the support account would be used for backstopping activities arising from the increased volume of work related to the number and size of peace-keeping operations.

B. Offices that have direct but not exclusive responsibilities for backstopping operations (category (b))

26. In category (b), the offices are provided with resources under the regular budget for carrying out functions falling within their respective areas of responsibility. As an integral part of their institutional responsibilities, the offices also undertake backstopping functions, including core functions, of peace-keeping operations. Based on the peace-keeping backstopping workload as a ratio of the total workload of the offices concerned, it has been estimated that the regular budget is absorbing an equivalent number of work months to the number of posts indicated in table 1 below.

27. The Secretary-General reiterates that for category (b), the support account would be used for backstopping activities arising from the increased volume of work related to the number and size of peace-keeping operations.

Table 1. Support for peace-keeping operations provided from the regular budget

	Professional	General Service	Total
CATEGORY A			
Department of Peace-keeping Operations			
Office of the Under-Secretary-General	3	1	4
Military Adviser	3	-	3
Office of Planning and Support			
Office of the Assistant Secretary-General	2	-	2
Planning Division	1	1	2
Field Administration and Logistics Division	9	11	20
Office of Operations			
Office of the Assistant Secretary-General	3	2	5
Africa Division	5	4	9
Asia and Middle East Division	2	-	2
Europe and Latin America Division	4	1	5
Policy and Analysis Unit	2	-	2
Subtotal	34	20	54
Department of Administration and Management			
Office of Conference and Support Services			
Purchase and Transportation Service	2	5	7
CATEGORY B			
Department of Administration and Management a/			
Office of Programme Planning, Budget and Accounts			
Accounts Division			
Operational Accounts Section	4	3	7
Disbursement Section	2	6	8
Other sections	-	6	6
Office of Human Resources Management	11	16	27
Subtotal	17	31	48
Office of Legal Affairs a/			
General Legal Division	7	-	7
Total	60	56	116

a/ Based on the ratio of peace-keeping activities workload to total workload of the Office; equivalent number of work months to the number of posts.

C. Offices whose programmes may be affected (category (c))

28. In this category, which includes offices whose work programmes have been affected but to a much lesser degree, the support account would be used for backstopping activities when their absorptive capacity cannot bear the additional workload resulting from the overall demand for backstopping activities.

D. Threshold for establishing core posts

29. In considering the threshold to be used for establishing core posts for category (a) above to be funded from the regular budget, as opposed to temporary posts funded from the support account, the following was borne in mind:

(a) The Organization has been involved in peace-keeping operations since 1948;

(b) It would be safe to assume from the unprecedented increase in the number of peace-keeping operations in recent years that the Organization will continue to be involved in peace-keeping operations;

(c) The nature and scope of the core functions, including a minimum start-up capacity (see para. 14 above);

(d) The organizational structure necessary to perform the functions;

(e) The workload associated with the functions.

30. The review that was conducted, having taken into account all of the above considerations indicated that at the present time the number of core posts for category (a) would be about 88 (52 Professional and 36 General Service), for the Organization to have a basic and permanent capability to address peace-keeping issues, including a minimum start-up capacity, even if no ongoing operation exists. That number is broken down as follows:

(a) Department of Peace-keeping Operations: 46 Professional, 28 General Service (34 and 20 respectively in the programme budget for the biennium 1994-1995);

(b) Peace-keeping Financing Division: 4 Professional, 3 General Service (none in the programme budget for the biennium 1994-1995);

(c) Field Missions Procurement Section: 2 Professional, 5 General Service (available in the programme budget for the biennium 1994-1995).

31. The estimated additional requirements will be proposed in the context of the Secretary-General's proposed programme budget for the biennium 1996-1997.

32. The table above provides information on the extent to which the regular budget is currently supporting peace-keeping operations.

V. RESOURCE REQUIREMENTS

8.5 per cent for the support account is equivalent to less than 1 per cent of the total cost of peace-keeping operations

33. The current methodology for the support account provides for 8.5 per cent of the actual costs of the civilian component in each mission to be credited to the support account. This methodology is equivalent to less than 1 per cent of the total cost of peace-keeping operations.

34. Under the terms of resolution 48/226 C, the General Assembly authorized, inter alia, 65 of the 92 posts requested by the Secretary-General, in paragraph 36 of his previous report, to be funded under general temporary assistance. This brought the total number of posts financed from the support account to 407 (see annex I). To cover the costs of the 65 posts, the Assembly authorized the amount of $1 million for the six-month period from 1 July to 31 December 1994, as well as provisions for general temporary assistance ($167,700), overtime ($80,000), travel ($140,000), training ($480,000) and specialized equipment for the Situation Centre ($592,000).

35. With regard to the 65 posts that were approved and funded under general temporary assistance for the period from 1 July to 31 December 1994, experience has so far shown that there are serious constraints in attracting suitably qualified, professional level personnel on as wide a geographical basis as possible under the conditions imposed by the very limited period of the general temporary assistance provided until 31 December 1994. Accordingly, the Secretary-General proposes the regularization of those posts, as shown in annex I. Detailed justifications for these posts appear in the previous report of the Secretary-General and the report of the Advisory Committee thereon.

36. It will be recalled that the Secretary-General, in paragraph 35 of his previous report, presented to the Member States a plan concerning an adequate backstopping capacity to manage peace-keeping operations effectively. At that time, the total number of posts required for effectively backstopping peace-keeping operations was considered to be about 630.

37. However, as long as the current funding methodology for calculating the income of the support account is maintained at 8.5 per cent of the actual civilian component costs, and as long as the consequent resource constraints continue, the Secretary-General will have to rely on Member States to provide personnel, mostly at no cost to the Organization, to meet part of the essential workload of peace-keeping backstopping functions. 1/ Unless this assistance from Member States is substantially increased, the Organization's backstopping capacity will continue to be insufficient to meet all the demands placed on it.

38. A further review of the backstopping capacity, conducted in preparing the resource requirements for 1995, has reaffirmed that 630 posts are necessary for backstopping. However, it is currently projected, based on the current funding methodology for the support account, that the level of resources in 1995 will be limited. Consequently, the Secretary-General is requesting no more than

24 additional posts, as indicated below and in annex II. Together with the proposed regularization of the 65 posts currently funded under general temporary assistance, as discussed in paragraph 35 above, the Secretary-General will have a total of 431 posts for the calendar year 1995, as indicated in annex III. Detailed justification for the 24 additional posts is provided in annex IV.

39. Information on staff resources, from all sources of funds, available to the departments and offices receiving posts from the support account is provided in annex V.

40. In addition to posts, the amount of $483,500 is required for general temporary assistance, $210,000 for overtime, $120,000 for travel and $506,500 for training. Detailed information is provided in paragraphs 23 to 25 of annex IV. The total projected expenditure for 1995 is approximately $35.2 million, as summarized in annex VII, against projected income of $35.8 million, which includes the estimated 1994 unencumbered balance of approximately $9.2 million, as shown in annex VI.

Table 2. Additional posts proposed for funding from the support account

	Professional and above	General Service	Total
Department of Peace-keeping Operations	6	6	12
Office of Legal Affairs	-	-	-
Department of Administration and Management			
Peace-keeping Financing Division	2	2	4
Accounts Division	1	3	4
Recruitment and Placement Division	1	-	1
Office of Internal Oversight Services			
Audit and Management Control Division	3	-	3
Total	13	11	24

VI. FINANCIAL STATUS OF THE SUPPORT ACCOUNT FROM INCEPTION TO 31 DECEMBER 1994, AS AT 30 SEPTEMBER 1994

41. The income credited to the account since it became operational, from 1 May 1990 to 31 December 1993, amounted to $53,564,499, including interest income in the amount of $1,237,932. Total expenditures for the same period amounted to $38,632,177. In addition, an operating reserve in the amount of $4,898,631 was maintained for 1993. The net unencumbered balance in the account as at 31 December 1993 was $10,033,691.

42. For 1994, the amount of $22,855,087 had been credited to the account as at 30 September 1994, including interest income in the amount of $294,460. Projected income for the period from 1 October to 31 December 1994 is some $4,298,000, giving a total estimated income of $27,153,087. These figures are expected to change as the amounts contributed by individual peace-keeping budgets are adjusted to reflect actual levels of expenditure on civilian staff costs. An adjustment in the amount of $531,986 will bring the operating reserve to $5,430,617 for the year. Together with the unencumbered balance of $10,033,691 from 1993, as mentioned above, the estimated total amount available for allotment for 1994 amounts to $36,654,792. The estimated total expenditure for 1994 is in the amount of $27,498,967 resulting in a projected balance of $9,155,825. Annex VI provides a summary of income and expenditure for the period from 1 May 1990 to 31 December 1993 and for the period from 1 January to 31 December 1994, as well as projections for 1995.

VII. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY

43. The General Assembly, at its forty-ninth session, may wish to:

(a) Take note of the criteria for deciding which support activities (that is, core activities) are to be funded by the regular budget and which from the support account;

(b) Authorize the resource requirements proposed for 1995 (paragraphs 38 and 40 above) from the support account.

Notes

1/ There were 116 military officers in the Department of Peace-keeping Operations as of 16 November 1994. Of these, 93 were on loan from their Governments at no cost to the United Nations, 20 were on United Nations contracts and 3 were on temporary assignment from field missions.

ANNEX I

A. Distribution of authorized posts, including those funded under general temporary assistance

	D-2	D-1	P-5	P-4	P-3	P-2/1	GS Principal level	GS Other level	Total
Secretariat of the Advisory Committee on Administrative and Budgetary Questions a/	-	-	1	-	-	-	-	-	1
Executive Office of the Secretary-General	1	-	1	1	-	-	-	1	4
Department of Peace-keeping Operations									
Office of the Under-Secretary-General	-	2	3	6	6	-	-	11	28
Office of Operations	-	2	2	11	2	-	-	11	28
Office of Planning and Support	-	3	8	29	33	6	7	112	198
Office of Legal Affairs	-	-	1	1	1	-	-	-	3
Department of Administration and Management									
Office of the Under-Secretary-General	-	-	-	1	-	-	-	-	1
Financial Management Office	-	-	-	2	1	-	-	5	8
Executive Office	-	-	-	-	-	-	-	-	-
Office of Programme Planning, Budget and Accounts									
Peace-keeping Financing Division	1	1	3	9	6	-	1	14	35
Accounts Division	-	-	1	3	7	-	-	7	18
Office of Human Resources Management									
Recruitment and Placement Division	-	-	-	2	1	-	-	7	10
Staff Administration and Training Division	-	-	-	3	-	-	-	4	7
Medical and Employee Assistance Division	-	-	1	1	1	-	-	4	7
Office of Conference and Support Services									
Buildings Management Service	-	-	-	-	-	-	-	5	5
Purchase and Transportation Service	-	1	1	8	9	-	-	19	38
Electronic Services Division	-	-	-	-	-	1	-	3	4
Office of Internal Oversight Services									
Audit and Management Control Division	-	-	1	6	3	-	-	1	11
Total	2	9	23	83	70	7	8	205	407

a/ One half of the cost of the P-5 post is financed from reimbursement for support to extrabudgetary administrative structures.

/...

B. Distribution of the 65 posts provided under general temporary assistance

	D-2	D-1	P-5	P-4	P-3	P-2/1	GS Principal level	GS Other level	Total
Secretariat of the Advisory Committee on Administrative and Budgetary Questions	-	-	-	-	-	-	-	-	-
Executive Office of the Secretary-General	-	-	-	-	-	-	-	-	-
Department of Peace-keeping Operations									
Office of the Under-Secretary-General	-	-	1	-	1	-	-	1	3
Office of Operations	-	-	-	3	-	-	-	6	9
Office of Planning and Support	-	2	1	5	6	-	-	15	29
Office of Legal Affairs	-	-	-	1	-	-	-	-	1
Department of Administration and Management									
Office of the Under-Secretary-General	-	-	-	-	-	-	-	-	-
Financial Management Office	-	-	-	-	-	-	-	-	-
Executive Office	-	-	-	-	-	-	-	-	-
Office of Programme Planning, Budget and Accounts									
Peace-keeping Financing Division	-	1	1	1	-	-	-	2	5
Accounts Division	-	-	-	-	4	-	-	-	4
Office of Human Resources Management									
Recruitment and Placement Division	-	-	-	-	-	-	-	1	1
Staff Administration and Training Division	-	-	-	-	-	-	-	-	-
Medical and Employee Assistance Division	-	-	-	-	-	-	-	-	-
Office of Conference and Support Services									
Buildings Management Service	-	-	-	-	-	-	-	2	2
Purchase and Transportation Service	-	1	1	4	1	-	-	3	10
Electronic Services Division	-	-	-	-	-	-	-	-	-
Office of Internal Oversight Services									
Audit and Management Control Division	-	-	1	-	-	-	-	-	1
Total	-	4	5	14	12	-	-	30	65

ANNEX II

Distribution of additional post requirements for 1995

	D-2	D-1	P-5	P-4	P-3	P-2/1	GS Principal level	GS Other level	Total
Secretariat of the Advisory Committee on Administrative and Budgetary Questions	-	-	-	-	-	-	-	-	-
Executive Office of the Secretary-General	-	-	-	-	-	-	-	-	-
Department of Peace-keeping Operations									
Office of the Under-Secretary-General	-	-	1	-	-	-	-	2	3
Office of Operations	-	-	-	1	-	-	-	-	1
Office of Planning and Support	-	1	3	-	-	-	-	4	8
Office of Legal Affairs	-	-	-	-	-	-	-	-	-
Department of Administration and Management									
Office of the Under-Secretary-General	-	-	-	-	-	-	-	-	-
Financial Management Office	-	-	-	-	-		-	-	-
Executive Office	-	-	-	-	-	-	-	-	-
Office of Programme Planning, Budget and Accounts									
Peace-keeping Financing Division	-	-	1	-	1	-	1	1	4
Accounts Division	-	-	-	-	1	-	-	3	4
Office of Human Resources Management									
Recruitment and Placement Division	-	-	1	-	-	-	-	-	1
Staff Administration and Training Division	-	-	-	-	-	-	-	-	-
Medical and Employee Assistance Division	-	-	-	-	-	-	-	-	-
Office of Conference and Support Services									
Buildings Management Service	-	-	-	-	-	-	-	-	-
Purchase and Transportation Service	-	-	-	-	-	-	-	-	-
Electronic Services Division	-	-	-	-	-	-	-	-	-
Office of Internal Oversight Services									
Audit and Management Control Division	-	-	-	1	2	-	-	-	3
Total	-	1	6	2	4	-	1	10	24

ANNEX III

Summary of total post requirements

	D-2	D-1	P-5	P-4	P-3	P-2/1	GS Principal level	GS Other level	Total
Secretariat of the Advisory Committee on Administrative and Budgetary Questions a/	-	-	1	-	-	-	-	-	1
Executive Office of the Secretary-General	1	-	1	1	-	-	-	1	4
Department of Peace-keeping Operations									
Office of the Under-Secretary-General	-	2	4	6	6	-	-	13	31
Office of Operations	-	2	2	12	2	-	-	11	29
Office of Planning and Support	-	4	11	29	33	6	7	116	206
Office of Legal Affairs	-	-	1	1	1	-	-	-	3
Department of Administration and Management									
Office of the Under-Secretary-General	-	-	-	1	-	-	-	1	2
Financial Management Office	-	-	-	2	1	-	-	5	8
Executive Office	-	-	-	-	-	-	-	-	-
Office of Programme Planning, Budget and Accounts									
Peace-keeping Financing Division	1	1	4	9	7	-	2	15	39
Accounts Division	-	-	1	3	8	-	-	10	22
Office of Human Resources Management									
Recruitment and Placement Division	-	-	1	2	1	-	-	7	11
Staff Administration and Training Division	-	-	-	3	-	-	-	4	7
Medical and Employee Assistance Division	-	-	1	1	1	-	-	4	7
Office of Conference and Support Services									
Buildings Management Service	-	-	-	-	-	-	-	5	5
Purchase and Transportation Service	-	1	1	8	9	-	-	19	38
Electronic Services Division	-	-	-	-	-	1	-	3	4
Office of Internal Oversight Services									
Audit and Management Control Division	-	-	1	7	5	-	-	1	14
Total	2	10	29	85	74	7	9	215	431

a/ One half of the cost of the P-5 post is financed from reimbursement for support to extrabudgetary administrative structures.

ANNEX IV

Justification of resource requirements

1. The additional resource requirements for the period from 1 January to 31 December 1995, referred to in paragraph 38 of the main report, for each of the departments/offices that provides backstopping to peace-keeping operations are indicated below. Annex V to the present document provides information on total staff resources in each department/office, workload indicators and the organizational structure.

A. Post requirements

1. Department of Peace-keeping Operations

2. For 1995, 12 additional posts (1 D-1, 4 P-5, 1 P-4 and 6 General Service) are proposed for the Department of Peace-keeping Operations. This would bring the overall number of posts funded from the support account in the Department to 266. The additional posts are distributed among the various units indicated below:

(a) Office of the Under-Secretary-General

Executive Office

3. The Executive Office is responsible for the administration of the Department, which includes all budgetary, financial and personnel matters. Especially in the present phase of expansion and reorganization, the Executive Office, which was established only in June 1993, is seriously under-resourced. Consisting at present of one P-5 (general temporary assistance), two P-4, one P-3, one General Service (principal level) and three General Service (other level) staff, a/ it is proposed to increase its staffing complement by one General Service post to assist with personnel matters.

Policy and Analysis Unit

4. It is proposed to strengthen the Unit (comprised of one P-4 and one General Service staff member) by the addition of one P-5 and one General Service post. This Unit provides in-depth research and analysis of emergent policy questions and gathers information on related activities undertaken by intergovernmental, regional and non-governmental organizations, as well as research institutions. The Unit will be responsible for the preparation of pre-session documentation for the Special Committee on Peace-keeping and also for its technical and substantive servicing, and provides related services during the sessions of the

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a/ It should be noted that one P-4 and one General Service staff are to provide electronic data-processing support for the Department. The two incumbents were previously assigned to the Military Adviser's office.

Special Political Committee of the General Assembly as well as for various other ad hoc intergovernmental committees on issues relating to peace-keeping.

5. The Department has tried to proceed on the basis of the Committee's recommendation that such activities could be carried out by the Department as a whole and coordinated by a single professional. This has proved difficult because there is no spare capacity in the functional areas of the Department to engage in the sustained reflection necessary for the sort of ongoing, in-depth analysis of peace-keeping experience required to formulate or revise doctrine. The concept of a coordinator for policy and analysis can only work if those who are to be coordinated are in a position to do substantial additional work beyond their current assignments. As it is, the Department is already severely overstretched.

(b) Office of Operations

Asia and Middle East Division

6. This Division is responsible for the United Nations Military Observer Group in India and Pakistan, the United Nations Iraq-Kuwait Observation Mission, the United Nations Truce Supervision Organization in Palestine, the United Nations Disengagement Observer Force, the United Nations Interim Force in Lebanon and the United Nations Peace-keeping Force in Cyprus. One additional P-4 post for a military Mission Officer is proposed to provide much-needed relief for the two other military staff of the Division. These officers provide the attention to military operational matters required for the effective exercise of the Department's responsibilities for command and control of the operations in the field. The Division currently has 10 posts comprising one D-1, one P-5, three P-4 (two of whom are military officers), two P-3 and four General Service staff. In view of the six existing missions and the possibility of one or two new ones, the current staffing is insufficient.

(c) Office of Planning and Support

7. The Office of the Assistant Secretary-General for Planning and Support is supported by one P-5 and one P-2 post, but does not have the required General Service staff. It is therefore proposed that two General Service posts be provided.

Civilian Police Unit

8. In order to enhance the current role of the Unit and respond to the present and future demands placed on it, and bearing in mind the various missions in which United Nations Civilian Police are currently involved, it is proposed that the Unit be strengthened by the provision of one D-1 post, for a Chief of Unit, and one General Service post. The Unit acts as a focal point for ensuring the availability for deployment of adequately trained civilian police and has the following functions:

(a) To provide advice and develop guidelines for the utilization, training and administration of civilian police in peace-keeping operations;

(b) To maintain contact with Governments concerning the provision of police for service with the United Nations;

(c) To advise appropriate Department of Peace-keeping Operations officers and field missions on operational police matters;

(d) To establish stand-by arrangements for mobilization and rotation of civilian police.

Field Administration and Logistics Division (formerly Field Operations Division)

Finance Management and Support Service

Office of the Chief

9. The P-5 post formerly incumbered by the Service Chief has been redeployed to accommodate a Chief of the Review and Analysis Section. One additional P-5 post is requested for the Office of the Chief to provide for a Deputy Chief of Service. The Service Chief spends 70 per cent of his time in preparing for and attending meetings of the Advisory Committee on Administrative and Budgetary Questions and providing additional information to the Advisory Committee, and devotes an average of 15 per cent of his time to the Fifth Committee, high-level meetings in the Department of Peace-keeping Operations, and meetings with representatives of contributing countries. The Deputy will be responsible for the day-to-day management of the Service. Functions include those related to internal control, coordination, mission support, staffing and training matters.

10. In addition, the Deputy Chief will act as Chief of the Financial Planning Section. The Section identifies requirements for all new field operations as well as expansions of existing operations, and coordinates requirements of missions in progress. In formulating resource requirements, the Section works in close collaboration with the Office of Operations, the Military Adviser's Office, the Personnel Management and Support Service and the Logistics and Communications Service, as well as with the special representatives of the Secretary-General and heads of administration in the field. In addition, the Section coordinates inputs of other departments, including the Department of Political Affairs, the Department of Humanitarian Affairs and the Department of Public Information and analyses the information contained in the reports of technical survey missions.

Logistics and Communications Service

Transport Section

11. This Section handles all support matters related to transportation, including aircraft and ship leasing, rental of transportation equipment, movement of personnel or equipment and safety of charted aircraft. The Section consists at present of two P-4, two P-3, one P-2 and seven General Service staff. One additional P-5 post is proposed for the Chief of Section. The incumbent will supervise the following units:

(a) The Air Safety Unit, which is responsible for ensuring that aviation safety measures are implemented in the field missions;

(b) The Air and Sea Transport Unit, which is responsible for preparation and analysis of bids and managing contracts for air and sea transport to and from field missions, as well as for chartering of aircraft. The Unit is also responsible for deployment of personnel and equipment to and from field missions and rotation and withdrawal of military contingents. The Unit will ensure that immediate demands for air and sea transport are met, that requirements are reviewed and contracts amended accordingly, and that troop rotations are expeditiously arranged as required;

(c) The Surface Transport Unit, which is charged with evaluating requirements emanating from established missions; preparation and analysis of bids, preparation of a short-list of suppliers, representing the Field Administration and Logistics Division at the Committee on Contracts, and managing contracts for surface transport.

Personnel Management and Support Service

Administration and Records Section

12. Three additional posts, one P-5 for the Chief of Section as well as two General Service posts, are proposed. The complexity of administering some 8,000 civilian personnel on mission is due, in large measure, to three variable operational requirements. One variable is the life-cycle of mission operations; the second is associated with the variety of local circumstances; and the third is related to the different types of contracts that govern the services of mission personnel. The Section accomplishes the following tasks:

(a) In administration, the processing and administering of entitlements, allowances, benefits, leave requests, extension and termination of appointments, performance appraisals, and numerous other personnel matters;

(b) In records management, the compilation, maintenance and updating of data for the thousands of civilian personnel serving in field missions in an accurate, reliable and timely fashion.

13. Workload indicators for the Service show that the Administration and Records Section will process approximately 3,457 personnel actions in 1994 as opposed to 1,753 in 1993, which represents an increase of 97 per cent. It is projected that the Section will process 427 personnel payroll clearance actions in 1994, compared to 67 in 1991, representing an increase of 537 per cent.

14. The Staffing Support Section expects to process 7,373 travel authorizations in 1994, as opposed to 1,097 in 1991, which signifies a 572 per cent increase.

15. The Service projects that it will process 1,144 requests for reimbursement of travel expenses in 1994, compared to 368 in 1991, which represents an increase of 211 per cent.

2. Department of Administration and Management

(a) Office of Programme Planning, Budget and Accounts

Peace-keeping Financing Division

16. Four additional posts (one P-5, one P-3 and two General Service) are proposed for 1995. The first two posts, one P-5 and one principal level General Service, are required to strengthen the Policy and Standardization Section. The incumbent of the P-5 post would be responsible for policy review, formulation and coordination with other offices on issues pertaining to budgetary matters specific to peace-keeping operations; streamlining and standardizing budgeting techniques and procedures; review and improvement of budget formats; and establishment of an integrated budget performance information system consisting of obligations and expenditures recorded at Headquarters and in the field and maintenance of local-area-network-based standard costing reference tables. The incumbent of the principal level General Service post would provide the necessary assistance.

17. The P-3 post is required to strengthen the section covering the Europe and Latin America region and would be responsible for the overall financial management of one mission. This would allow the senior officer heading the section to concentrate on the provision of proper supervision and training to the officers and support staff of the section and on the continuous improvement of the quality, accuracy and timeliness of the Secretary-General's budget proposals and performance reports.

18. Annex V, table 6 (a) provides information on the resources available to the Division as well as workload statistics.

Accounts Division

19. Four additional posts (one P-3 and three General Service) are proposed for this Division. The P-3 and two General Service posts are required to strengthen the Peace-keeping Missions Unit in the Operational Accounts Section. The staff of this Unit review and prepare vouchers for all cash remittance requests and imprest accounts, process large numbers of inter-office vouchers from around the world, approve all obligations at Headquarters for recording in the accounts and process the growing volume of reimbursement for troop-costs to Member States. Furthermore, the Unit is responsible for reviewing the accounts for each mission and prepares financial statements for each mandate period as well as responding to audit queries.

20. One additional General Service post is requested for the Insurance Section to strengthen its capacity to handle the growing volume of direct services required by personnel of peace-keeping missions. These involve the administration of the United Nations health and life insurance coverage for the aforementioned personnel as well as for their replacements. The Section's second responsibility involves arranging for third-party liability coverage for the vehicles, aircraft and other facilities utilized in the field, including war-risk insurance and general liability coverage for third parties such as

journalists. Information on the total resources available to the Division is provided in annex V, table 6 (b).

(b) Office of Human Resources Management

21. One additional P-5 post is proposed for the head of the Field Missions Unit of the Recruitment and Placement Division. This strengthening is urgently required to enhance the Unit's capacity to provide peace-keeping missions with qualified personnel. Apart from supervisory responsibilities, the incumbent is also responsible for policy formulation and direction in the recruitment of staff for peace-keeping operations; maintains liaison with the Field Administration and Logistics Division of the Department of Peace-keeping Operations on personnel requirements; serves as the focal point for the recruitment of personnel for major missions, including the identification and evaluation of internal and external candidates; and represents the Division in various working groups and task forces relating to the staffing of peace-keeping operations.

22. Annex V, table 8 provides information on the resources available to the Division as well as workload statistics. The statistical information shows that 43.7 per cent of all recruitment and placement in 1993 related to peace-keeping operations, while only 16.4 per cent of the Unit's posts were funded from the support account. In the first nine months of 1994, 48.45 per cent of all recruitment and placement related to peace-keeping.

3. Office of Internal Oversight Services

23. Three additional posts, one P-4 and two P-3, are proposed to strengthen the Audit and Management Control Division. This would enable the Division to carry out the required audit coverage of all transactions relating to peace-keeping operations at Headquarters as well as in the field. Annex V to the present document provides information on the total resources available to the Division (table 4) as well as on workload statistics (table 4 (a)).

B. Non-post resource requirements

General temporary assistance

24. Estimated requirements in the amount of $483,500 will be required in 1995 to provide for periods of peak workload and temporary replacement of staff on leave ($130,000 for the Department of Peace-keeping Operations and $130,000 for the Department of Administration and Management) and for special requirements ($223,500) in the Executive Office of the Secretary-General.

Overtime

25. The estimated amount of $210,000 would cover the cost of overtime work ($120,000 for the Department of Peace-keeping Operations and $90,000 for the Department of Administration and Management). Overtime work continues to be unavoidable owing to the need to meet deadlines inherent to the nature of the work of the units supporting peace-keeping operations at Headquarters.

Travel on official business

26. The amount of $120,000 is proposed to enable the Department of Peace-keeping Operations to undertake mission planning activities and stand-by forces negotiations ($80,000) and to allow up to eight Finance Officers from the Peace-keeping Financing Division to undertake in 1995 field visits to eight peace-keeping operations to assess financing requirements ($40,000).

Training

27. The estimated requirements in the amount of $546,300 would enable the Department of Peace-keeping Operations to undertake in 1995 the activities specified in paragraph 27 below. Member States will provide the actual military training, while the Department will promote and coordinate these training activities. The Department will continue to develop common peace-keeping doctrine and related operational manuals, including performance goals, and to publicize teaching aids, hold promotional briefings and organize multinational command and staff exercises. The manuals will explain United Nations operating tactics and staff procedures and how the various units should be trained. Upon request, the Department will assist Member States in validating their training, as well as in training national trainers.

28. The following specific activities are planned for 1995:

(a) To coordinate the training policy of all troop-contributing States in order to standardize and improve peace-keeping training;

(b) To provide technical support and advice to 45 national or regional peace-keeping training institutions;

(c) To convene three regional workshops with the leaders of existing peace-keeping training centres in order to share methods and coordinate a common United Nations peace-keeping doctrine;

(d) To provide technical assistance and advice to well over 70 troop-contributing countries;

(e) To prepare six United Nations teams to assist in the development of specialized training programmes of Member States;

(f) To follow up peace-keeping training in ongoing operations and transfer experience to other operations;

(g) To maintain close contacts with institutes and non-governmental organizations in order to follow new developments in the field of peace-keeping training and other related matters;

(h) The $546,300 mentioned above would provide for the three workshops and four courses indicated below ($409,300) as well as for the preparation and printing of training materials ($107,000) and for preparatory travel for consultations ($30,000).

(i) Second United Nations Regional Peace-keeping Training Coordinating Workshop (six days, India, February 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Six staff members from New York	21 000	720	
	(b) One staff member from Geneva	3 000	240	
	(c) One lecturer from Austria	3 000	240	
	(d) One lecturer from Uruguay	3 000	240	
		30 000	1 440	31 440
2.	Training materials for 30 individuals			10 800
3.	Freight for documents and materials			600
4.	Scholarship			12 000
	Total			54 840

(ii) Third United Nations Regional Peace-keeping Training Coordinating Workshop (six days, Argentina, March 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Six staff members from New York	21 000	816	
	(b) One staff member from Geneva	3 000	272	
		24 000	1 088	25 088
2.	Training materials for 30 individuals			9 750
3.	Freight for documents and materials			600
4.	Scholarship			8 000
	Total			43 438

(iii) Fourth United Nations Regional Peace-keeping Training Coordinating Workshop (six days, Denmark, June 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Seven staff members from New York	24 500	1 120	
	(b) One staff member from Geneva	800	320	
	(c) One lecturer from Uruguay	3 500	320	
		28 800	1 760	30 560
2.	Training materials for 30 individuals			14 000
3.	Freight for documents and materials			500
	Total			45 060

(iv) Command Staff Course, co-sponsored by the International Labour Organization (ILO), Turin

(A. 14 days at Turin, Italy, September 1995)

(B. 14-day study tour of two missions)

		United States dollars		
		Airfare	Daily subsistence allowance	
A.	Training at Turin			
1.	Official travel			
	(a) Seven staff members from New York	24 500	756	
	(b) One staff member from Geneva	700	108	
	(c) One lecturer from Austria	800	108	
	(d) One lecturer from Geneva	700	108	
	(e) One lecturer from Uruguay	3 500	108	
		30 200	1 188	31 388
2.	Training materials for 32 individuals			12 800
3.	Freight for documents and materials			500

		United States dollars		
		Airfare	Daily subsistence allowance	
B.	14-day study tour of two missions			
	(a) 20 military officers (at no cost to the United Nations)			
	(b) Two staff members	9 000	1 008	10 008
	Total			54 696

(v) First United Nations Course for Mobile Peace-keeping Training Team (eight days, Canada, June 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Two staff members from New York	2 400	640	
	(b) Nine military officers	31 500		
		33 900	640	34 540
2.	Training materials for nine individuals			3 600
3.	Freight for documents and materials			300
	Total			38 440

(vi) Second United Nations Course for Mobile Peace-keeping Training Team (eight days, Sweden, April 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Two staff members from New York	7 000	592	
	(b) Nine military officers	31 500		
		38 500	592	39 092

		United States dollars		
		Airfare	Daily subsistence allowance	
2.	Training materials for nine individuals			3 600
3.	Freight for documents and materials			500
	Total			43 192

(vii) United Nations Peace-keeping Short Course for Military and Civilian Trainers, co-sponsored by ILO, Turin (five days, Turin, May 1995)

		United States dollars		
		Airfare	Daily subsistence allowance	
1.	Official travel			
	(a) Seven staff members from New York	24 500	1 260	
	(b) One staff member from Geneva	700	72	
	(c) One lecturer from Austria	800	288	
	(d) One lecturer from Canada	3 500	288	
	(e) One lecturer from Malaysia	3 300	288	
	(f) One lecturer from a Nordic country	1 100	288	
		33 900	2 484	36 384
2.	Training materials for 59 individuals			21 240
3.	Freight for documents and materials			600
4.	Scholarship			30 000
	Total			88 224

ANNEX V a/

Information on staff resources, from all sources of funds, available to departments and offices receiving posts from the support account

Table 1. Executive Office of the Secretary-General

Executive Office			
	RB	XB	SA
Prof.	29	-	3
GS	45	-	1
TOTAL	74	-	4

a/ The following abbreviations are used in the present annex:

RB: Regular budget

XB: Extrabudgetary

SA: Support account

Prof: Professional and above

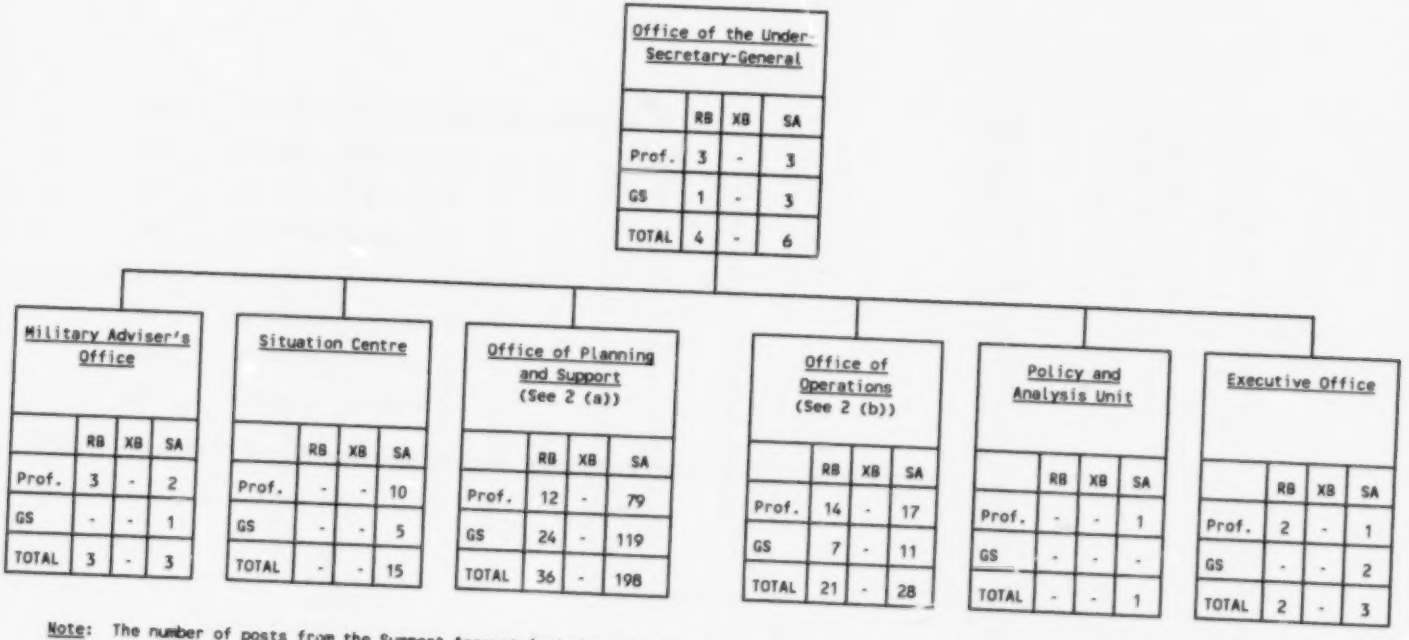
GS: General Service

SS: Security Service

TC: Trades and Crafts

GTA: General temporary assistance

Table 2. Department of Peace-keeping Operations



Note: The number of posts from the Support Account includes the 41 posts provided under general temporary assistance.

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Table 2 (a). Office of Planning and Support, Department of Peace-keeping Operations

Office of the Assistant Secretary-General

	RB	XB	SA
Prof.	2	-	-
GS	-	-	-
TOTAL	2	-	-

Planning Division
(See 2 (a) (i))

	RB	XB	SA
Prof.	1	-	16
GS	1	-	15
TOTAL	2	-	31

Field Administration and Logistics Division
(See 2 (a) (iii))

	RB	XB	SA
Prof.	9	-	63
GS	11	-	104
TOTAL	20	-	167

Table 2 (a) (i). Planning Division, Office of Planning and Support

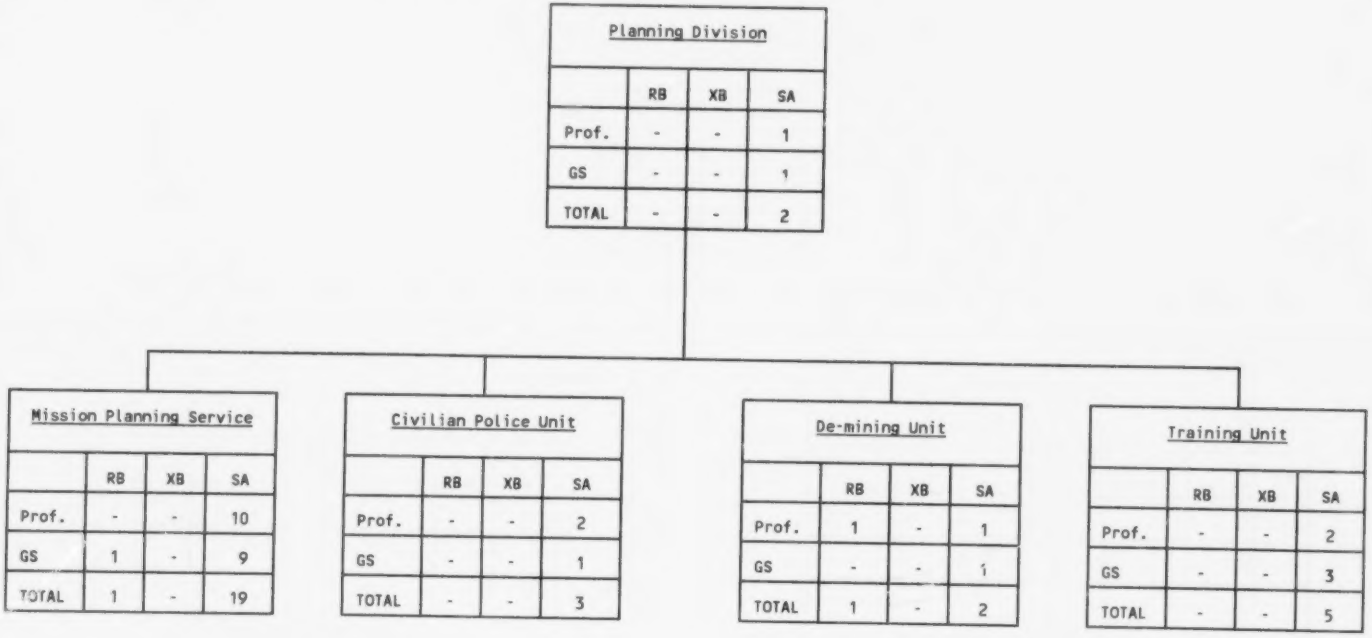

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Table 2 (a) (ii). Civilian Police Unit: workload statistics

FUNCTIONS	1993	1994
Provide advice on civilian police matters	not quantifiable	not quantifiable
Develop guidelines for civilian police on United Nations missions	1	5
Routine office administration	not quantifiable	not quantifiable
Civilian police training activities	2	3
Contacts with permanent missions on civilian police related matters	not quantifiable	not quantifiable
Coordinate activities of civilian police in United Nations missions	not quantifiable	not quantifiable
Pre-mission assessment, preparation and plans for civilian police participation in United Nations peace-keeping missions	3	3
Stand-by arrangements with contributing countries regarding prompt deployment of civilian police to United Nations missions	15	25
Visits to United Nations mission areas with civilian police participation	3	1
Reports on civilian police activities	3	4
Meetings on civilian police related matters	not quantifiable	not quantifiable
General briefings to interested visitors/ important delegations on civilian police activities	not quantifiable	not quantifiable
Coordination with non-governmental organizations/ United Nations bodies, in particular the Centre for Human Rights and the Criminal Justice Branch, on civilian police matters	not quantifiable	not quantifiable

Table 2 (a) (iii). Field Administration and Logistics Division, Office of Planning and Support

Office of the Director

	RB	XB	SA
Prof.	2	-	7
GS	1	-	9
TOTAL	3	-	16

Finance Management and Support Service

	RB	XB	SA
Prof.	2	-	19
GS	3	-	27
TOTAL	5	-	46

Logistics and Communications Service

	RB	XB	SA
Prof.	3	-	30
GS	2	-	44
TOTAL	5	-	74

Personnel Management and Support Service

	RB	XB	SA
Prof.	2	-	7
GS	5	-	24
TOTAL	7	-	31

Table 2 (b). Office of Operations, Department of Peace-keeping Operations

Office of the Assistant Secretary-General

	RB	XB	SA
Prof.	3	-	-
GS	2	-	1
TOTAL	5	-	1

Africa Division

	RB	XB	SA
Prof.	5	-	6
GS	4	-	2
TOTAL	9	-	8

Asia and Middle East Division

	RB	XB	SA
Prof.	2	-	6
GS	-	-	4
TOTAL	2	-	10

Europe and Latin America Division

	RB	XB	SA
Prof.	4	-	5
GS	1	-	4
TOTAL	5	-	9

Table 3. Office of Legal Affairs

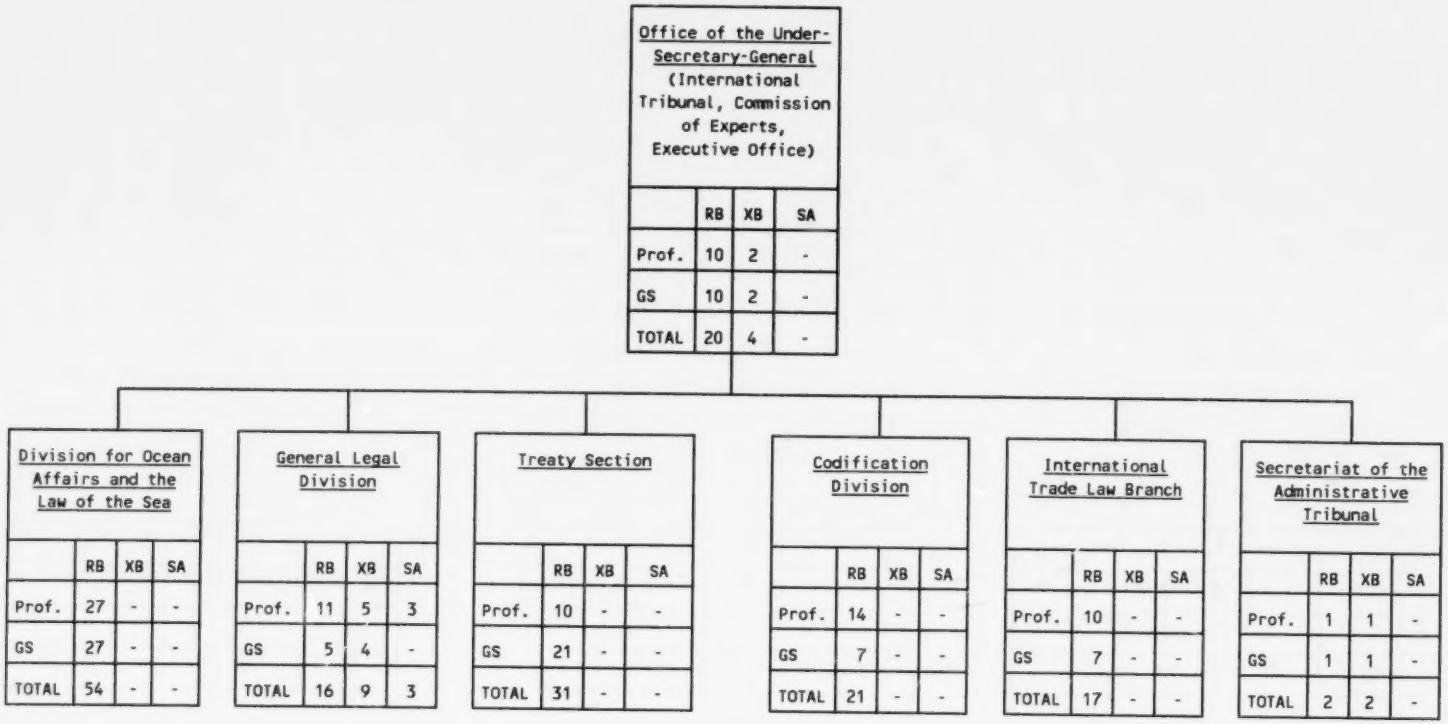

Office of the Under-Secretary-General (International Tribunal, Commission of Experts, Executive Office)
RB XB SA
Prof. 10 2 -
GS 10 2 -
TOTAL 20 4 -
Division for Ocean Affairs and the Law of the Sea
RB XB SA
Prof. 27 - -
GS 27 - -
TOTAL 54 - -
General Legal Division
RB XB SA
Prof. 11 5 3
GS 5 4 -
TOTAL 16 9 3
Treaty Section
RB XB SA
Prof. 10 - -
GS 21 - -
TOTAL 31 - -
Codification Division
RB XB SA
Prof. 14 - -
GS 7 - -
TOTAL 21 - -
International Trade Law Branch
RB XB SA
Prof. 10 - -
GS 7 - -
TOTAL 17 - -
Secretariat of the Administrative Tribunal
RB XB SA
Prof. 1 1 -
GS 1 1 -
TOTAL 2 2 -

Table 3 (a). Office of Legal Affairs: workload statistics

(work days)

GENERAL LEGAL DIVISION POST	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	1994	1993	1992
										Average percentage		
D-2	19	29	13	29	24	27	33	45	41	28.9	16.4	8.2
D-1	14	11	12	16	14	33	22	27	34	20.3	11.9	5.8
D-1	20	5	15	20	25	50	15	AL	25	21.9	26.7	11.5
P-5	15	8	5	50	25	44	36	34	22	26.6	7.5	3.9
P-5	42	44	43	35	62	63	74	67	77	56.3	29.8	11.2
P-5	16	9	7	15	9	13	14	AL	17	12.5	17.1	4.8
P-5	57	59	89	78	91	97	97	AL	94	61.9	40.0	28.3
P-5 - SA	NA	NA	49	62	67	67	63	68	71	63.9	63.0	19.3
P-4	13	7	16	26	24	97	97	32	43	39.4	11.3	17.0
P-4 - SA	95	95	95	95	95	95	95	95	AL	95.0	82.6	8.9
P-3	41	30	34	17	40	52	AL	25	41	35.0	23.8	0.0
P-3	9	16	17	11	16	15	20	17	22	15.9	7.7	8.3
P-3	30	41	37	42	51	47	43	52	49	43.6	28.2	15.7
P-3	NA	NA	NA	17	22	14	11	27	23	19.0	7.7	8.3
P-2 - MR	18	27	11	22	46	22	43	65	45	33.2	21.2	7.8
P-2	22	20	11	6	24	17	23	15	12	16.7	21.9	13.0
P-2	38	51	59	50	40	82	44	61	62	54.1	35.4	11.3
P-2	NA	NA	NA	NA	6	9	25	27	29	19.2	24.8	17.5
1994 averages	34.5	34.8	30.3	34.2	42.6	52.8	50.3	50.5	47.1	41.9	27.1	10.1
1993 averages	14.7	13.9	19.7	25.0	25.2	33.1	18.8	29.2	30.1			
1992 averages	9.6	5.6	5.5	8.9	4.6	14.0	7.8	16.6	9.7			

AL = Annual leave; SA = Post deployed from the support account; MR = Mission replacement.

Table 4. Office of Internal Oversight Services

Audit and Management Control Division			
	RB	XB	SA
Prof.	30	14	10 a/
GS	15	10	1
TOTAL	45	24	11

Investigation Unit			
	RB	XB	SA
Prof.	3	-	-
GS	1	-	-
TOTAL	4	-	-

a/ Includes 1 P-5 under general temporary assistance.

Table 4 (a). Audit and Management Control Division: workload statistics on the audit of peace-keeping operations

(work days)

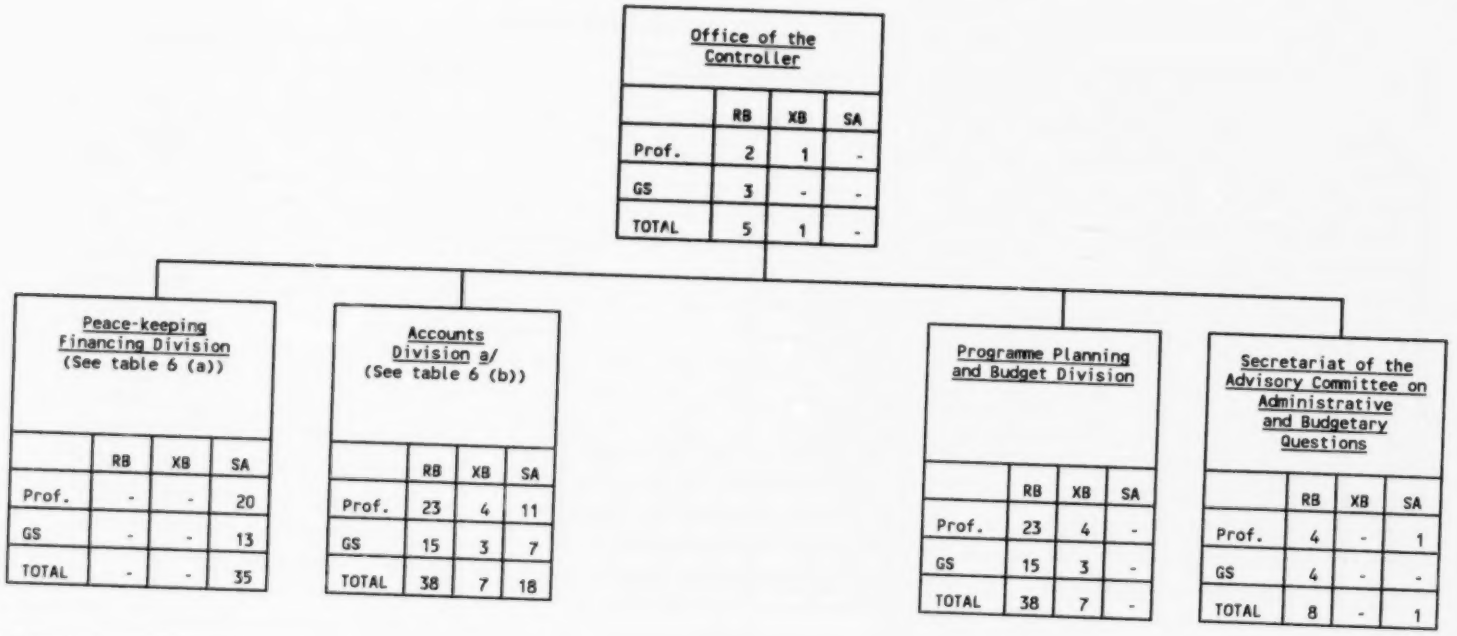
Peace-keeping operation	1992	1993	1994	1995
MINURSO	70.50	96.25	63.50	-
ONUMOZ	747.75	105.00	101.00	80.00
ONUSAL	-	17.50	40.00	-
UNAMIR/UNOMUR	-	-	257.00	180.00
UNAVEM II	79.00	106.25	155.50	80.00
UNDOF	-	-	36.00	-
UNFICYP	-	-	-	40.00
UNIFIL	-	57.25	66.75	-
UNIKOM	-	87.00	-	60.00
UNMIH	-	-	80.00	180.00
UNOMIG	-	-	-	60.00
UNOSOM	32.75	29.50	40.00	-
UNOSOM II	-	137.50	248.25	240.00
UNPROFOR	88.75	354.75	358.75	800.00
UNTAC	-	330.25	188.25	-
Allotments	-	-	35.00	-
Payments to troop-contributing countries	53.25	-	-	-
Preparation of observations	-	-	180.00	-
Procurement	-	-	168.25	-
Selected contracts	155.50	-	-	-
SUN Accounts System	-	95.25	9.00	-
	1 227.50	1 416.50	2 027.25	1 720.00

Table 5. Department of Administration and Management, Office of the Security Coordinator

Office of the Coordinator			
	RB	XB	SA
Prof.	-	2	1
GS	-	2	1 a/
TOTAL	-	4	2

a/ This is in the departmental Executive Office.

Table 6. Office of Programme Planning, Budget and Accounts


Office of the Controller
RB XB SA
Prof. 2 1 -
GS 3 - -
TOTAL 5 1 -
Peace-keeping Financing Division (See table 6 (a))
RB XB SA
Prof. - - 20
GS - - 13
TOTAL - - 35
Accounts Division a/ (See table 6 (b))
RB XB SA
Prof. 23 4 11
GS 15 3 7
TOTAL 38 7 18
Programme Planning and Budget Division
RB XB SA
Prof. 23 4 -
GS 15 3 -
TOTAL 38 7 -
Secretariat of the Advisory Committee on Administrative and Budgetary Questions
RB XB SA
Prof. 4 - 1
GS 4 - -
TOTAL 8 - 1

a/ Includes the Insurance Section.

Table 6 (a). Peace-keeping Financing Division

Office of the Director			
	RB	XB	SA
Prof.	-	-	1
GS	-	-	2
TOTAL	-	-	3

Policy and Standardization Section			
	RB	XB	SA
Prof.	-	-	2
GS	-	-	3
TOTAL	-	-	5

Africa Section			
	RB	XB	SA
Prof.	-	-	6
GS	-	-	4
TOTAL	-	-	10

Asia and Middle East Section			
	RB	XB	SA
Prof.	-	-	5
GS	-	-	3
TOTAL	-	-	8

Europe and Latin America Section			
	RB	XB	SA
Prof.	-	-	6
GS	-	-	3
TOTAL	-	-	9

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Table 6 (a) (i).

PEACE-KEEPING FINANCING DIVISION

Comparative workload statistics for 1992, 1993 and 1994*

	Financing reports						Legislative reports				Administrative matters							
	General Assembly Security Council			ACABQ			Fifth Committee		General Assembly		Allotments		Staffing table authorizations		Letters to Governments		Initiate payment to Governments	
	1992	1993	1994	1992	1993	1994	1992	1993	1992	1993	1992	1993	1992	1993	1992	1993	1992	1993
UNDOF	3	1	5	-	-	-	1	1	1	1	8	7	1	1	60	48	28	12
UNIFIL	2	1	4	2	-	-	1	1	1	1	7	7	4	1	139	160	35	16
UNAVEM	4	10	8	3	4	1	1	2	1	2	9	10	3	7	-	-	8	-
UNIKOM	1	3	2	1	1	-	1	2	1	2	7	10	2	3	55	40	9	12
GULF687	-	-	-	-	1	1	-	-	-	-	43	26	3	12	-	-	-	-
MINURSO	1	-	4	3	4	2	1	2	-	2	5	4	4	4	18	22	16	11
ONUSAL	4	2	7	1	2	2	1	3	1	3	5	9	2	3	-	-	7	-
UNTAC/UNMLTIC	4	5	3	3	8	-	2	4	2	4	14	21	3	2	80	93	4	15
UNPROFOR	9	9	7	4	5	-	2	2	2	2	19	23	3	6	45	225	2	36
UNOSOM	4	3	7	3	1	1	1	3	-	3	5	22	1	1	-	95	-	16
ONUMOZ	-	3	5	1	1	1	-	3	-	3	4	16	-	2	-	28	-	3
UNFICYP	2	2	3	-	1	-	-	2	-	2	2	15	1	4	4	36	10	5
UNOMIG	-	1	3	-	1	2	-	1	-	1	-	3	-	-	-	-	-	-
UNMIH	-	2	2	-	-	1	-	-	-	-	-	3	-	-	-	-	-	-
UNOMIL	-	2	4	-	-	-	-	1	-	1	-	1	-	-	-	-	-	-
UNOMUR	-	2	-	-	1	-	-	1	-	1	-	3	-	-	-	-	-	-
UNAMIR	-	1	9	-	1	1	-	1	-	1	-	5	-	-	-	-	-	-
Administrative and budgetary aspects of financing PKO's - Support account for peace-keeping operations - Peace-keeping Reserve Fund - Rates of reimbursement	3	3	5	3	1	-	3	1	-	1	92	86	-	65	-	40	-	-
TOTAL	37	50	78	24	32	12	14	30	9	30	220	271	27	111	401	787	119	126

* Estimate only.

Table 6 (b). Accounts Division: Office of Programme Planning, Budget and Accounts

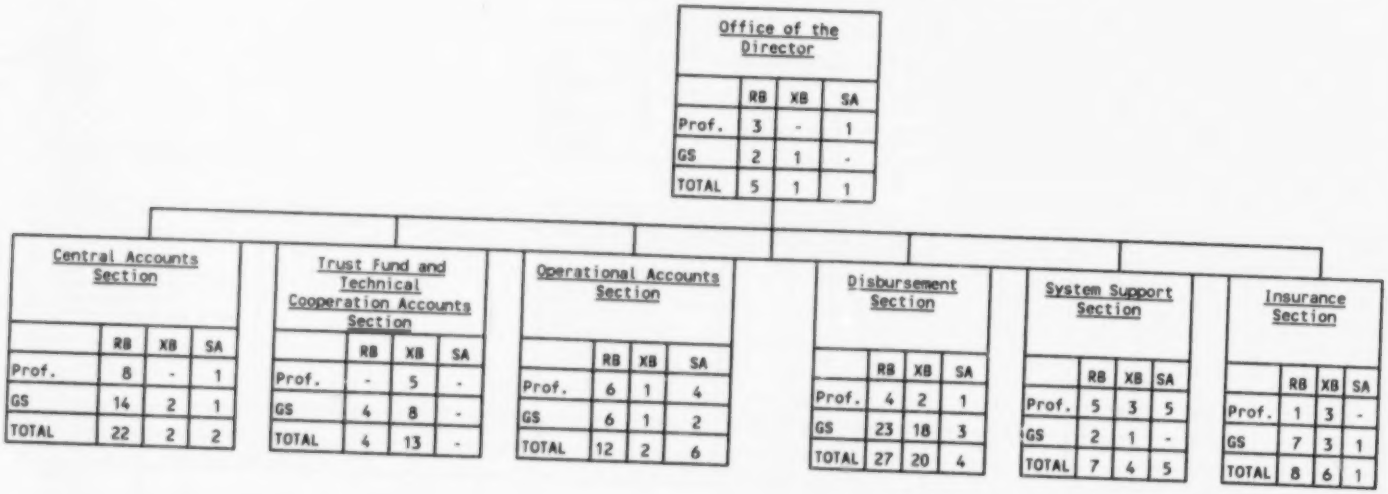

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Table 6 (b) (i). Accounts Division: workload statistics

	1991	1992	1993	1994
Operational Accounts Section				
Number of peace-keeping missions serviced	16	21	26	29
Financial statements and schedules prepared	96	104	188	195
Remittance payments made	299	441	763	534
Troop payments made	141	102	540	756
Payroll Unit				
Total number of staff on payroll	11 322	13 290	14 400	14 996
American staff receiving reimbursements for taxes	4 100	4 645	5 000	5 500
Travel and Vendors Claims Unit				
Total travel claims processed	-	9 036	9 100	9 500
Vendor payments made	-	28 188	33 318	35 000
Insurance Section				
Total staff enrolled in health insurance plans as at 1 January	9 325	9 732	10 547	10 830
Vehicle accident reports received in 12-month period	-	1 050	1 245	-
Section overtime hours	-	397	293	531

Table 6 (c). Insurance Section: workload statistics for peace-keeping operations

A. Health and life insurance applications		
	January-December 1993	January-November 1994
UNOVER	6	-
UNTAC	60	2
UNIFIL	50	42
UNDOF	6	5
UNPROFOR	78	102
ONUMOZ	40	31
UNOSOM	150	170
ONUSAL	43	18
UNAVEM	9	3
UNTSO	33	29
MICIVIH	38	9
UNFICYP	4	5
UNIKOM	8	9
UNOMSA	50	51
UNOMIL	9	13
UNAMIR	6	26
MINURSO	4	31
UNOMIG	-	2
OSGAP	-	1
UNMOT	-	1
UNMIH (Haiti II)	-	1
TOTAL	644	551

B. Number of insured vehicles (all types, including armoured carriers), by mission

	As at 30 June 1993	As at 31 October 1994
MICIVIH	-	94
MINURSO	176	275
ONUMOZ	-	2 275
ONUSAL	447	427
OSGAP	11	13
UNAVEM II	241	255
UNFICYP	200	206
UNGCI	133	132
UNIKOM	254	486
UNMOGIP	71	96
UNMOT	5	5
UNOMIG	-	23
UNOSOM	110	5 489
UNPROFOR	7 213	9 924
UNSD	4	9
UNTSO	234	221
UNDOF	395	390
UNIFIL	1 209	1 383
UNTAC	8 152	-
UNOMSA	35	-
UNOMIL	-	218
UNAMIR	-	321
TOTAL	18 890	22 242

C. Number of insured aircraft (government-loaned)

	1993	1994 (31 Oct.)
ONUMOZ	-	7
UNIFIL	5	5
UNPROFOR	-	20
UNOSOM	-	7
UNFICYP	-	2
UNTAC	9	-
TOTAL	14	41

D. Vehicle accident reports
(March 1993 to 31 October 1994)

MINURSO	2
ONUMOZ	41
ONUSAL	8
OSGAP	1
UNAVEM II	43
UNDOF	36
UNIFIL	195
UNIKOM	23
UNMOGIP	5
UNOMIL	5
UNOSOM	35
UNPROFOR	431
UNTAC	521
UNTSO	73
TOTAL	1 420

Table 7. Department of Administration and Management

Office of the Under-Secretary-General			
	RB	XB	SA
Prof.	-	-	1
GS	-	-	-
TOTAL	-	-	1

Financial Management Office			
	RB	XB	SA
Prof.	-	-	3
GS	-	-	5
TOTAL	-	-	8

Executive Office			
	RB	XB	SA
Prof.	-	-	-
GS	-	-	1
TOTAL	-	-	1

Table 7 (a). Financial Management Office

Office of the Director

	RB	XB	SA
Prof.	3	2	-
GS	1	1	-
TOTAL	4	3	-

Contributions Section

	RB	XB	SA
Prof.	2	1	1
GS	4	1	1
TOTAL	6	2	2

Treasury

	RB	XB	SA
Prof.	3	1	2
GS	3	3	4
TOTAL	5	4	6

Secretariats of the Advisory Board on Compensation Claims and United Nations Claims Board

	RB	XB	SA
Prof.	1	-	-
GS	2	1	-
TOTAL	3	1	-

Table 8. Office of Human Resources Management

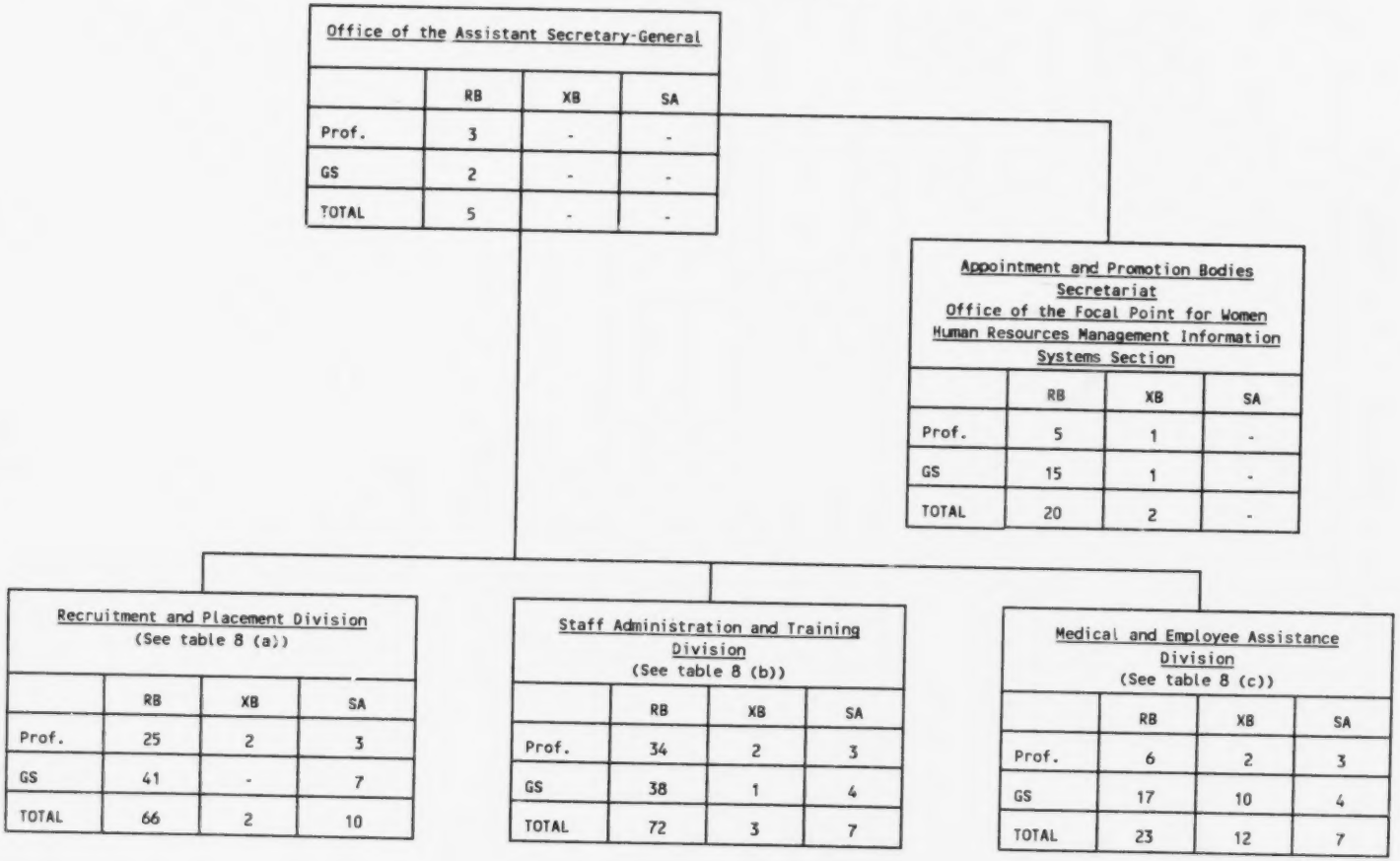

Office of the Assistant Secretary-General
RB XB SA
Prof. 3 - -
GS 2 - -
TOTAL 5 - -
Appointment and Promotion Bodies Secretariat
Office of the Focal Point for Women
Human Resources Management Information Systems Section
RB XB SA
Prof. 5 1 -
GS 15 1 -
TOTAL 20 2 -
Recruitment and Placement Division
(See table 8 (a))
RB XB SA
Prof. 25 2 3
GS 41 - 7
TOTAL 66 2 10
Staff Administration and Training Division
(See table 8 (b))
RB XB SA
Prof. 34 2 3
GS 38 1 4
TOTAL 72 3 7
Medical and Employee Assistance Division
(See table 8 (c))
RB XB SA
Prof. 6 2 3
GS 17 10 4
TOTAL 23 12 7

Table 8 (a). Recruitment and Placement Division, Office of Human Resources Management

Office of the Director

	RB	XB	SA
Prof.	1	-	-
GS	1	-	-
TOTAL	2	-	-

Professional Staffing Service

	RB	XB	SA
Prof.	12	2	3
GS	26	-	5
TOTAL	38	2	8

Examinations and Tests Section

	RB	XB	SA
Prof.	7	-	-
GS	8	-	-
TOTAL	15	-	-

General Service Staffing Section

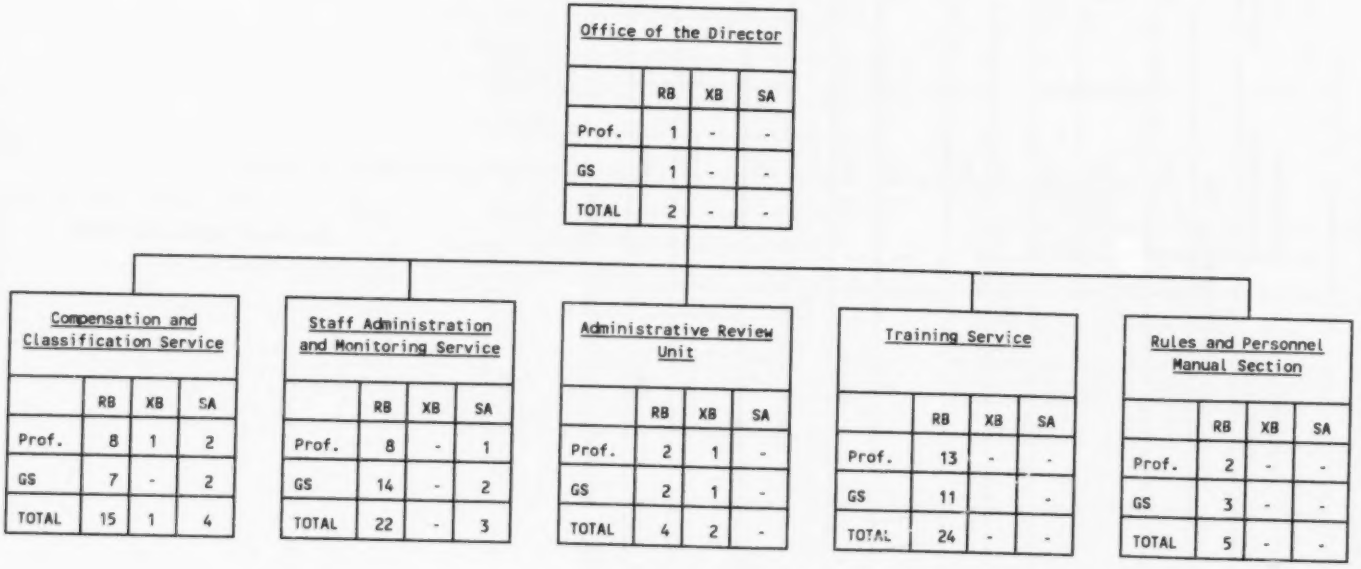
	RB	XB	SA
Prof.	5	-	-
GS	6	-	2
TOTAL	11	-	2

Table 8 (a) (i). Recruitment and Placement Division: workload statistics

Type of recruitment	Authorized staffing	Percentage of total staff	Recruitment and placement	Percentage of total recruitment
	1 January-30 September 1994			
Field missions	9	16.4	1 645	48.45
Other recruitment (Excl. exams)	46	83.6	1 750	51.55
Total	55	100.0	3 395	100.0
	1993			
Field missions	9	16.4	1 577	43.7
Other recruitment (Excl. exams)	46	83.6	2 031	56.3
Total	55	100.0	3 608	100.0
	1992			
Field missions	2 a/	4.1	1 437	51.2
Other recruitment (Excl. exams)	46	95.9	1 369	48.0
Total	48	100.0	2 806	100.0

a/ Staff borrowed from regular recruitment activities on a temporary basis.

Table 8 (b). Staff Administration and Training Division, Office of Human Resources Management



Office of the Director

	RB	XB	SA
Prof.	1	-	-
GS	1	-	-
TOTAL	2	-	-

Compensation and Classification Service

	RB	XB	SA
Prof.	8	1	2
GS	7	-	2
TOTAL	15	1	4

Staff Administration and Monitoring Service

	RB	XB	SA
Prof.	8	-	1
GS	14	-	2
TOTAL	22	-	3

Administrative Review Unit

	RB	XB	SA
Prof.	2	1	-
GS	2	1	-
TOTAL	4	2	-

Training Service

	RB	XB	SA
Prof.	13	-	-
GS	11		-
TOTAL	24	-	-

Rules and Personnel Manual Section

	RB	XB	SA
Prof.	2	-	-
GS	3	-	-
TOTAL	5	-	-

Table 8 (b) (i). Staff Administration and Monitoring Service: workload statistics

	1992		1993		1994	
	Total	Peace-keeping	Total	Peace-keeping	Total	Peace-keeping
Letters of appointment issued	8 947	1 795	14 201	2 770	19 881	3 878
Personnel actions issued	6 477	1 234	8 953	1 960	14 534	1 544
Promotions implemented	961	98	130	72	40	-
Special post allowance and superannuation cases	1 139	221	1 808	352	2 531	492
Cases submitted to/approved by appointment and promotion bodies	582	15	468	24	655	24
Discretionary cases under staff rules	784	223	1 245	371	1 743	579
Screening of mission candidates	675	43	1 073	69	502	96
Termination (disability, agreed, disciplinary, abandonment of post)	83	7	35	12	49	16
Summaries of personal evaluation reports	5 867	1 507	9 313	2 393	11 038	2 350
Emergencies (illness, death)	227	40	361	65	595	91
Interpretation of rules	2 630	287	4 176	473	5 846	662
Monitoring P.5 action forms	23 909	2 753	37 981	4 370	53 173	7 118
Telephone queries	16 934	1 808	26 880	2 870	40 320	4 018
Task force	86	10	137	16	191	22
Consultations	6 558	436	10 411	693	14 575	970
Inductions of new staff	2 614	58	4 150	93	5 810	50
Miscellaneous letters required by staff/former staff	2 029	584	3 222	927	4 510	1 297
Attendance at meetings of appointment and promotion bodies (ex-officio of defending cases)	142	8	226	13	316	12
Memos/cables	2 508	756	3 981	1 200	5 573	1 680

Table 8 (b) (ii). Compensation and Classification Service, Staff Administration and Training Division: workload statistics

Job classification for peace-keeping operations

1992	1993	1994
- 20 cases of appeals in connection with GS initial in UNTSO	- Initial classification of 200 GS posts in UNIFIL	- Job classification of 15 posts in P/FS/GS categories in established missions, subsequent to change of functions
- Job classification of 15 posts in P/FS/GS categories in established missions, subsequent to change of functions	- Initial classification of 40 GS posts in UNMOGIP	
	- 10 cases of appeals in connection with GS initial classification in UNMOGIP	
	- Job classification of 15 posts in P/FS/GS categories in established missions, subsequent to change of functions	

Field review missions

(Covers all aspects of conditions of service, namely, mission subsistence allowance, hardship, hazard pay, post adjustment, cost of living, local salaries, and daily subsistence allowance)

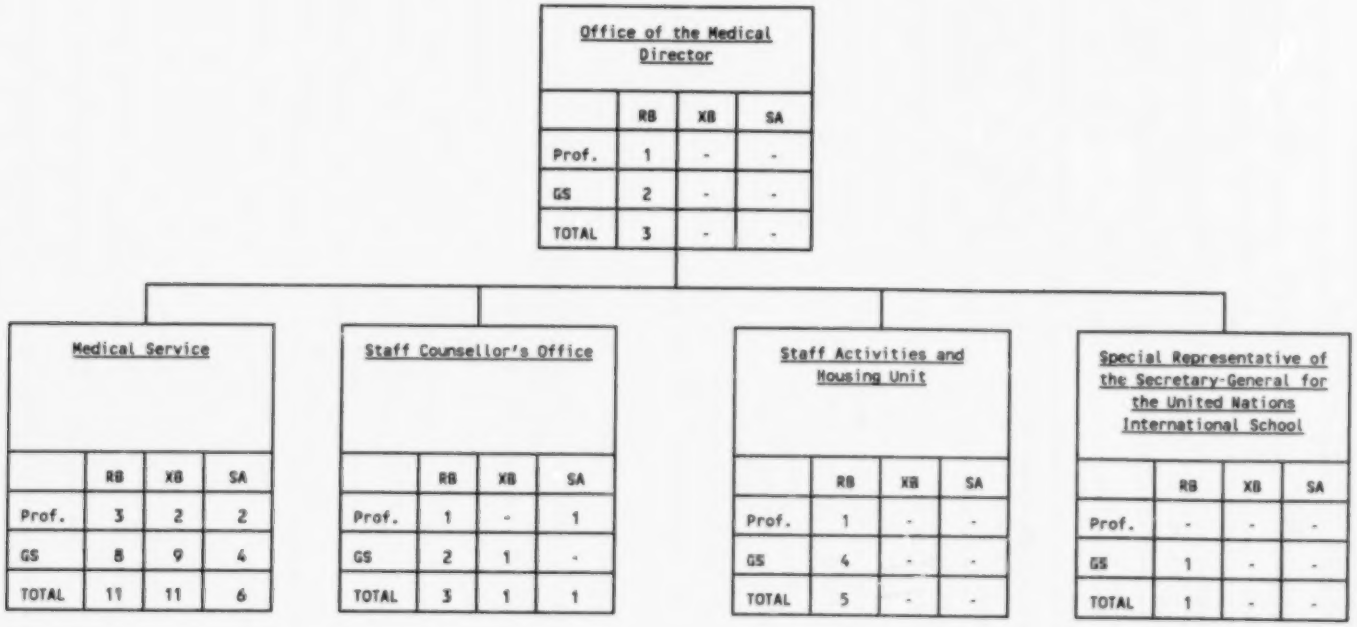
1992	1993	1994
UNPROFOR - April	UNOMSA - January	UNAMIR - March
UNTAC - April	UNOSOM - February	MINUGUA - May
UNIKOM - October	ONUMOZ - February	MINURSO - May
UNPROFOR - October	MICIVIH - April	UNAMIR - October
	ONUSAL - April	MICIVIH - October
	UNOMUR - May	UNMOT - November
	UNMOT - June	OSGAP - November
	UNOMIL - October	UNMOGIP - November
		UNOMIG - November
		UNAVEM - December

FS = Field Service.

Periodic mission subsistence allowance review undertaken at Headquarters

1992	1993	1994
1. ONUSAL	1. UNOVER	1. UNOMIL
2. UNTSO	2. ONUMOZ	2. UNASOG
3. OSGAP	3. UNTSO	3. UNMOT
4. UNMOGIP	4. UNOMSA	4. UNTSO
	5. UNTAC	
	6. UNGCI/UNSCOM (Iraq)	
	7. UNOMIG	
	8. UNOSOM (Nairobi)	

Table 8 (c). Medical and Employee Assistance Division, Office of Human Resources Management



Office of the Medical Director

	RB	XB	SA
Prof.	1	-	-
GS	2	-	-
TOTAL	3	-	-

Medical Service

	RB	XB	SA
Prof.	3	2	2
GS	8	9	4
TOTAL	11	11	6

Staff Counsellor's Office

	RB	XB	SA
Prof.	1	-	1
GS	2	1	-
TOTAL	3	1	1

Staff Activities and Housing Unit

	RB	XB	SA
Prof.	1	-	-
GS	4	-	-
TOTAL	5	-	-

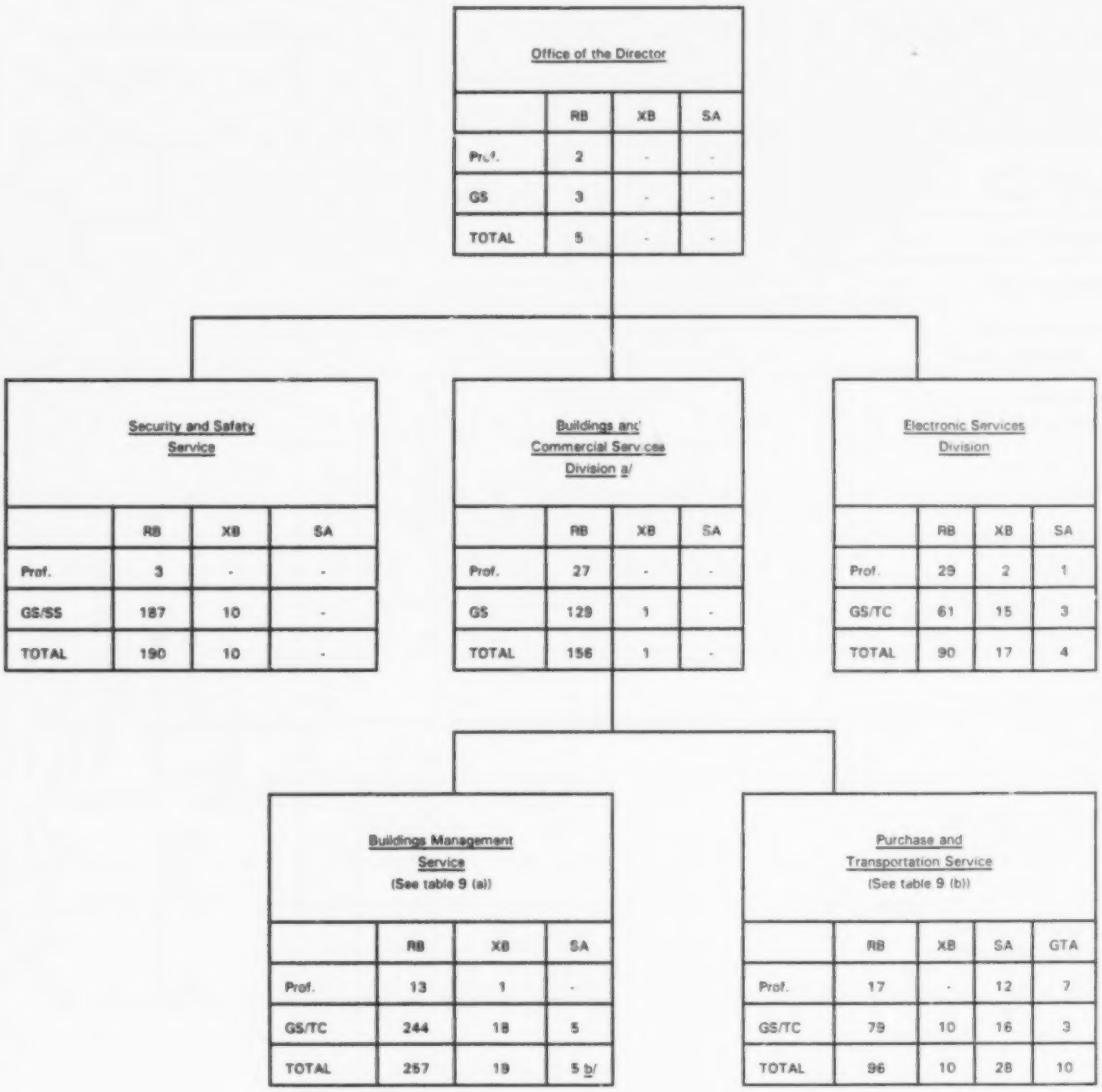
Special Representative of the Secretary-General for the United Nations International School

	RB	XB	SA
Prof.	-	-	-
GS	1	-	-
TOTAL	1	-	-

Table 8 (c) (i). Medical and Employee Assistance Division: workload statistics

	1992		1993		1994	
WORKLOAD INDICATORS	TOTAL	PEACE-KEEPING	TOTAL	PEACE-KEEPING	TOTAL	PEACE-KEEPING
IN-HOUSE FULL MEDICAL EXAMS	2 819	491	3 980	876	2 787	557
CONSULTATIONS	60 738	14 133	70 853	19 324	54 139	27 069
IMMUNIZATIONS	8 082	3 792	6 002	2 520	5 579	2 608
CLASSIFICATION OF OVERSEAS EXAMS	20 197	9 236	22 152	10 633	21 016	9 982
LABORATORY PROCEDURES	78 541	2 991	157 296	31 459	124 616	20 903
RADIOLOGICAL PROCEDURES	14 875	5 459	18 169	9 084	14 685	5 580
PROVIDING MEDICAL CLEARANCES	23 016	9 727	31 332	12 533	27 611	13 115
CERTIFICATION OF SICK LEAVE	15 483	634	20 841	1 459	11 612	1 625
MEDICAL EVACUATIONS	503	---	873	297	675	249
PENSION DISABILITY CASES	361	---	334	---	327	93
ADVISORY BOARD ON COMPENSATION CLAIMS CASES	283	37	537	177	476	190
FIELD TRAVEL	---	---	18	6	3	3
TECHNICAL SUPPORT TO FIELD MEDICAL UNITS	---	---	100	50	120	70

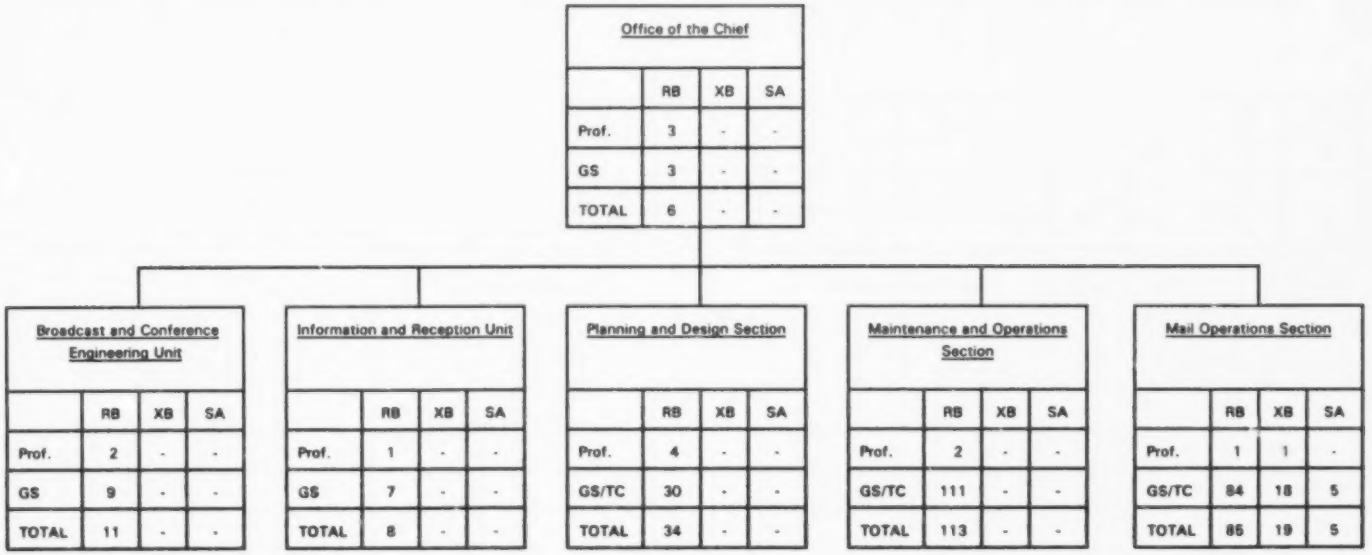
Table 9. Support Services, Office of Conference and Support Services


Office of the Director
RB XB SA
Prof. 2 - -
GS 3 - -
TOTAL 5 - -
Security and Safety Service
RB XB SA
Prof. 3 - -
GS/SS 187 10 -
TOTAL 190 10 -
Buildings and Commercial Services Division a/
RB XB SA
Prof. 27 - -
GS 129 1 -
TOTAL 156 1 -
Electronic Services Division
RB XB SA
Prof. 29 2 1
GS/TC 61 15 3
TOTAL 90 17 4
Buildings Management Service
(See table 9 (a))
RB XB SA
Prof. 13 1 -
GS/TC 244 18 5
TOTAL 257 19 5 b/
Purchase and Transportation Service
(See table 9 (b))
RB XB SA GTA
Prof. 17 - 12 7
GS/TC 79 10 16 3
TOTAL 96 10 28 10

a/ Includes Overseas Property Management and Construction Unit; Commercial Activities Service; and Archives and Records Management Section.

b/ Includes two General Service under general temporary assistance.

Table 9 (a). Buildings Management Service



Office of the Chief

	RB	XB	SA
Prof.	3	-	-
GS	3	-	-
TOTAL	6	-	-

Broadcast and Conference Engineering Unit

	RB	XB	SA
Prof.	2	-	-
GS	9	-	-
TOTAL	11	-	-

Information and Reception Unit

	RB	XB	SA
Prof.	1	-	-
GS	7	-	-
TOTAL	8	-	-

Planning and Design Section

	RB	XB	SA
Prof.	4	-	-
GS/TC	30	-	-
TOTAL	34	-	-

Maintenance and Operations Section

	RB	XB	SA
Prof.	2	-	-
GS/TC	111	-	-
TOTAL	113	-	-

Mail Operations Section

	RB	XB	SA
Prof.	1	1	-
GS/TC	84	18	5
TOTAL	85	19	5

Table 9 (b). Purchase and Transportation Service

Office of the Chief

	RB	XB	SA
Prof.	2	-	-
GS	3		
TOTAL	5		

External Printing Services Section

	RB	XB	SA
Prof.	3	-	-
GS	5	-	-
TOTAL	8	-	-

Headquarters and Regional Offices Procurement Section

	RB	XB	SA
Prof.	6	-	-
GS	5	1	-
TOTAL	11	1	-

Field Missions Procurement Section

	RB	XB	SA	GTA**
Prof.	2	-	11	7
GS	-	-	11	3
TOTAL	2	-	22	10

Transportation Section

	RB	XB	SA
Prof.	3	-	-
GS	46	9	2
TOTAL	49	9	2

Processing Unit *

	RB	XB	SA
Prof.	1	-	-
GS	15	-	1
TOTAL	16	-	1

Freight Forwarding Unit

	RB	XB	SA
Prof.	-	-	1
GS	5	-	2
TOTAL	5	-	3

Summary

	RB	XB	SA	GTA
Prof.	17	-	12	7
GS	79	10	16	3
Total	96	10	28	10

* Also services the Field Missions Procurement Section, though for administration purposes, under the supervision of Headquarters and Regional Offices Procurement Section.

** Pursuant to the recommendation in operative paragraph 4 of resolution 48/226 C (allotment advice 4-03-1945 refers).

Table 9 (b) (i). Field Missions Procurement Section: workload statistics

25 November 1994

	1992		1993		1994 (Jan.-Oct.)	
	No. of purchase orders	Total value (thousands of dollars)	No. of purchase orders	Total value (thousands of dollars)	No. of purchase orders	Total value (thousands of dollars)
UNTSO	87	1 036	82	1 384	58	503
UNMOGIP	57	790	45	851	38	806
UNFICYP	47	574	19	341	54	682
UNDOF	248	3 481	207	2 486	156	1 409
UNIFIL	409	19 554	271	11 545	183	9 440
UNIKOM	211	5 459	124	4 109	100	3 904
UNAVEM	161	20 074	93	9 533	62	4 213
ONUSAL	77	4 296	36	2 127	12	118
MINURSO	147	10 837	131	10 725	76	4 057
UNPROFOR	205	34 835	340	120 082	196	66 281
UNTAC	512	348 254	225	93 621	24	2 468
ONUMOZ	3	1 001	183	53 951	111	54 090
UNOSOM	75	11 537	295	151 631	185	117 413
UNOMUR	0	0	14	361	7	2 483
UNOMSA	3	2	2	105	11	1 094
UNOMIL	0	0	16	2 314	93	5 738
MICIVIH	0	0	36	1 120	8	47
UNGCI	44	1 531	29	372	23	344
UNSD	56	3 145	41	2 922	24	1 818
UNAMIR	0	0	3	41	102	9 358
UNSGI-Baghdad	21	270	12	145	3	74
UNOMIG	0	0	3	2	12	133

	1992		1993		1994 (Jan.-Oct.)	
	No. of purchase orders	Total value (thousands of dollars)	No. of purchase orders	Total value (thousands of dollars)	No. of purchase orders	Total value (thousands of dollars)
UNOVER	0	0	8	41	1	14
UNMOT	0	0	8	320	7	57
UNGOMAP	20	3 009	5	6	0	0
ONUVEN	0	0	3	1	0	0
FALD	64	210	57	566	69	1 113
ONUVEH	1	151	1	13	0	0
ONUCA	18	909	0	0	0	0
UNROP	1	0	0	0	0	0
UNIIMOG	4	6 645	0	0	0	0
UNSGI-Tehran	2	3	0	0	0	0
UNMIH	0	0	0	0	0	0
TOTAL	2 473	477 603	2 289	470 715	1 615	287 657

FALD: Field Administration and Logistics Division.

Table 9 (c). Electronic Services Division

Office of the Director			
	RB	XB	SA
Prof.	2	-	-
GS	3	-	-
TOTAL	5	-	-

Technological Innovations Service			
	RB	XB	SA
Prof.	15	-	-
GS	8	-	-
TOTAL	23	-	-

Telecommunications and Computer Operations			
	RB	XB	SA
Prof.	29	2	1
GS/TC	58	15	3
TOTAL	87	17	4

ANNEX VI

Summary of income and expenditure for the period from 1990 to 1994, as at 30 September 1994, and projections for 1995

(United States dollars)

	1990-1991	1992	1993	1994	Total	1995
I. Income	12 846 492	16 224 852	24 493 155	27 153 087 b/	80 717 586	25 000 000
Adjustment for operating reserve a/	(2 569 298)	(675 672)	(1 653 661)	(531 986)	(5 430 617)	1 680 617
	10 277 194	15 549 180	22 839 494	26 621 101	75 286 969	26 680 617
Balance from prior year	0	622 055	5 498 295	10 033 691		9 155 825
	10 277 194	16 171 235	28 337 789	36 654 792		35 836 442
II. Expenditure						
Staff and other personnel costs	9 655 139	9 571 618	15 159 683	22 749 559	57 135 999	30 019 000
Travel	0	0	0	265 000	265 000	120 000
Training	0	0	0	321 217	321 217	504 900
Operating expenses	0	1 101 322	3 144 415	4 163 191	8 408 928	4 573 700
	9 655 139	10 672 940	18 304 098	27 498 967	66 131 144	35 217 600
Balance	622 055	5 498 295	10 033 691	9 155 825	9 155 825	618 842

a/ The operating reserve is maintained at $5,430,617 in 1994.

b/ Projected income for 1994 based on initial estimates and will need to be adjusted to reflect actual levels of expenditure on civilian staff of peace-keeping operations.

/...

ANNEX VII

Summary of projected expenditure for 1995

(Thousands of United States dollars)

A. Salaries and common staff costs:		
24 new posts a/	1 113.6	
407 posts	28 211.9	
	29 325.5	29 325.5
B. 1. General temporary assistance:		
EOSG	223.5	
DPKO	130.0	
OPPBA	52.0	
OHRM	26.0	
OCSS	52.0	
	483.5	483.5
2. Overtime:		
DPKO	120.0	
OPPBA	30.0	
OHRM	30.0	
OCSS	30.0	
	210.0	210.0
3. Travel:		
DPKO	80.0	
OPPBA	40.0	
	120.0	120.0
4. Training (DPKO)		504.9
C. Common services:		
24 new posts	545.5	
407 posts	4 028.2	
	4 573.7	4 573.7
Total		35 217.6

a/ New post rates of standard costs (50 per cent for Professional and 65 per cent for General Service).